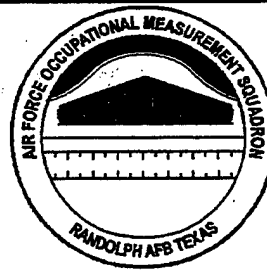




**UNITED STATES  
AIR FORCE**



# **OCCUPATIONAL SURVEY REPORT**



**TACTICAL AIRCRAFT MAINTENANCE  
(General Aircraft- A-10 and U-2)  
AFSC 2A3X3J**

**OSSN: 2384**

**MAY 2000**

**OCCUPATIONAL ANALYSIS PROGRAM  
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON  
AIR EDUCATION AND TRAINING COMMAND  
1550 5TH STREET EAST  
RANDOLPH AFB, TEXAS 78150-4449**

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	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>AD</u> <u>TNG</u> <u>EXT</u>	<u>RES</u> <u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>
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AFOMS/OMYXI	10		5	5	10
CCAF/DFAX	1				
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HQ AETC/DOO	1				
HQ ACC/XOTT	3		3		
HQ AETC/DPSE	1		1		
HQ AFMC/DPEE	3		3		
HQ PACAF/DPAET	2		2		
86 MSS/DPMAT	3		3		
HQ AFRC/DPTS	5		1	5	
HQ USAF/ILMM	1		1	1	
82 TRG/TTS (620 9 <sup>TH</sup> AVE, STE 1, SHEPPARD AFB TX 76311-2334)	1		1	1	
ANG/LGMM (3500 FETCHET AVE, ANDREWS AFB MD 20331-5157)	2	1	1	1	
362 TRS/TRR (613 10 <sup>TH</sup> AVE, SHEPPARD AFB TX 76311-2352, ATTN: MR JACKSON)	3	1	3	1	1

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## **PREFACE**

This report presents the results of an Air Force Occupational Survey of the Tactical Aircraft Maintenance (General Aircraft - A-10 and U-2) career ladder, Air Force Specialty Code (AFSC) 2A3X3J. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by First Lieutenant Denise Minerva. Computer programming support was provided by Mr. Tyrone Hill and Ms. Dolores Navarro provided administrative support. Second Lieutenant Andrew K. Hosler analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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## SUMMARY OF RESULTS

1. **Survey Coverage:** AFSC 2A3X3 was surveyed to validate career ladder documents and training programs. Survey results are based on responses from 320 Air Force enlisted members from the AFSC 2A3X3J shred. Study respondents include 246 Active Duty (AD), 57 Air National Guard (ANG), and 17 Air Force Reserve Command (AFRC) personnel, accounting for 19 percent of the total population. The career field returned 81 percent of the AD surveys mailed and 55 percent of all surveys.
2. **Specialty Jobs:** Three clusters (each containing at least two separate jobs) and 7 specialty jobs were identified, accounting for 85 percent of the survey sample. The clusters and jobs include: Core Crew Chief Job, Repair and Reclamation Job, Transient Alert Job, Maintenance Coordinator Job, Quality Assurance Job, Support Cluster, Training Cluster, Technical School Instructor Job, Mobility NCO Job, and Supervisor/Manager Cluster. ANG and AFRC members perform similarly to AD airmen and are included in many technically-oriented clusters and jobs.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical. Personnel follow the basic path from entry-level technicians to 5-skill level journeymen. As airmen reach the 7-skill level, they generally become NCOICs or supervisors and accept a more supervisory or management role. ANG and AFRC respondents remain much more technically-oriented than their AD counterparts.
4. **Training Analysis:** The current POIs (Fundamentals, "Hot A-10," "Cold A-10," and "Hot U-2") are generally supported by survey percent member performing data, though a technical school review could improve the documents. The STS contains several entries that are not supported. Many tasks not referenced to the STS or POI should be reviewed by training personnel and considered for addition as a performance-coded element.
5. **Job Satisfaction:** Job satisfaction among AFSC 2A3X3J personnel is good overall, however, reenlistment intention problems should be addressed. Overall job satisfaction compares favorably to ratings from both a comparative sample of career fields surveyed in 1999 and the 1997 AFSC 2A3X3 study. First- and second-enlistment airmen show very low intentions to reenlist which could create manning and experience problems for the career field in the future. ANG and AFRC personnel display very high job satisfaction ratings.
6. **Implications:** Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by members of this career ladder. ANG and AFRC airmen perform more technical tasks on average than their AD counterparts at advanced skill levels. The STS and POIs contain entries that lack survey percent members performing data support. Reenlistment intentions should be addressed by career field personnel to ensure a strong future for the career field.

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**OCCUPATIONAL SURVEY REPORT (OSR)  
TACTICAL AIRCRAFT MAINTENANCE (GENERAL)  
(AFSC 2A3X3J)**

**INTRODUCTION**

This is an Occupational Survey Report (OSR) of the Air Force Specialty Code (AFSC) 2A3X3J, Tactical Aircraft Maintenance (General) career ladder conducted by the Air Force Occupational Measurement Squadron (AFOMS). Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. Data will also be used to aid in writing specialty knowledge tests for the career field. The last OSR published for the Tactical Aircraft Maintenance career ladder was January 1997.

**Background**

As described in the AFMAN 36-2108, *Airman Classification*, 31 October 1999, *Specialty Description* (last changed 30 April 1999), Tactical Aircraft Maintenance personnel maintain tactical aircraft, support equipment, and forms and records. Personnel also perform and supervise flight chief, expediter, crew chief, repair and reclamation, quality assurance, and maintenance support functions.

Personnel must meet special requirements to enter the career field. Personnel must have an ASVAB Mechanical score of at least 44. The career field lists a strength factor of "L" which indicates the need to lift 80 pounds. High school completion is desirable as are courses in physics, pneumatics, and electronics. Personnel must have normal color vision as defined in AFI 48-123, *Medical Examination and Standards*. Members entering the career field must also complete a series of basic aircraft maintenance courses including fundamentals and hands-on training to earn the 3-skill level E- or H- suffix designation. The E- and H-suffix designation is discarded for the combined J-suffix at the 5-skill level.

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## SURVEY METHODOLOGY

### Inventory Development

This survey instrument was developed to include the tasks performed by all AFSC 2A3X3, Tactical Aircraft Maintenance personnel including shreds A, B, E, H, and J. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2384, dated July 1999. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 53 subject-matter experts (SMEs) at the following training locations and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	362 TRS
Holloman AFB NM	7 FS, 8 FS, 9 FS, 49 LG, 49 MXS, 49 OG, 372 TRS
Indian Springs AF Auxiliary Field NV	11 RS
Beale AFB CA	99 RS
Seymour-Johnson AFB NC	4 EMS, 4 OG, 333 FS, 334 FS, 336 FS
Davis-Monthan AFB AZ	354 FS, 357 FS, 368 FS
Luke AFB AZ	21 FS, 61 FS, 62 FS, 63 FS, 309 FS, 310 FS
New Orleans NAS JRB LA	159 AGS, 159 CRB

The resulting JI contains a comprehensive listing of 875 tasks grouped under 15 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, and organizational level. Additional background questions included the schedule worked, hours worked, aircraft type and aircraft engines, support equipment used, and maintenance materials or tools used. Furthermore, questions were included to determine additional duties and hours performing additional duties, as well as length and number of deployments.

### Survey Administration

From July - November 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A3X3 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent. This J-shred report is part of a 3-part series of AFSC 2A3X3 occupational survey reports.

### Survey Sample

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 2A3X3J personnel as of July 1999. Because of the large number of personnel in the 2A3X3 career field, a decision was made to survey approximately 40 percent of the career field. While 55 percent of the mailed surveys were returned including 81 percent of AD surveys mailed, the 320 respondents in the final J-shred sample represent 19 percent of the total assigned personnel. Table 2 reflects the paygrade and MAJCOM distribution for this study.

TABLE 1

#### DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
2A353J	60	60
2A373J	40	40

TOTAL ASSIGNED TO J-SHRED\* = 1,692

TOTAL AD ASSIGNED TO J-SHRED\* = 1,152

TOTAL IN J-SHRED SURVEY SAMPLE = 320

TOTAL AD IN J-SHRED SAMPLE = 246

PERCENT OF ASSIGNED IN J-SHRED SAMPLE = 19%

PERCENT OF AFSC 2A3X3 SURVEY DISKS RETURNED = 81%

\* Assigned strength as of July 1999

\*\* Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

## PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
E-1 - E-3	2	3
E-4	20	20
E-5	36	35
E-6	24	23
E-7	18	19
COMMAND	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
ACC	43	45
AETC	4	8
PACAF	13	13
USAFE	5	7
AFMC	2	3
ANG	19	18
AFRC	13	5
Other*	1	1

\* Other - refers to other AD MAJCOMs and various agencies

As can be seen from Tables 1 and 2, the DAFSC, paygrade, and Major Command distributions of the J-shred survey sample are reasonably close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for the career ladder.



### Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A3X3 personnel (generally E-6 or E-7 craftsmen) also completed a second diskette for either training emphasis (TE) or task difficulty (TD). These diskettes were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Members from all shreds (A, B, and J) were administered the TE and TD surveys with the intent of separating survey returns. Both shredded (separate J-shred analysis) and non-shredded (combined A-, B-, and J-shred analysis) TE and TD analyses were accomplished and results indicated that the non-shredded analyses showed better interrater agreement. Therefore, all TE and TD numbers referenced in this report and the associated extracts include ratings from members of all shreds.

**Training Emphasis (TE):** TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 196 senior NCOs who completed a TE diskette were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 0 (not important to train) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), Formal On-the-Job-Training (OJT), or any other organized training method. The interrater agreement for these 196 raters, representing all shreds of the career field, was acceptable. Personnel generally agreed on which tasks should be rated highest in training importance. The average TE rating was 2.34, with a standard deviation of 1.52. These numbers mean that any task with a final TE rating of 3.86 or greater is considered to have a high TE and is important to train.

**Task Difficulty (TD):** TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. A total of 182 senior NCOs completed TD diskettes. Those raters were asked to rate the difficulty of each task using a 9-point scale (extremely easy to extremely difficult to learn). Interrater reliability was acceptable. Respondents generally agreed upon the difficulty to learn the tasks. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

## **SPECIALTY JOBS**

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the **Job**. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a **Cluster**. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

### **Overview of Specialty Jobs**

Based on the analysis of tasks performed and the amount of time spent performing each task, four clusters and six independent jobs were identified within the career ladder. Figure 1 illustrates the clusters and jobs performed by AFSC 2A3X3J personnel.

A listing of the clusters and jobs is provided below. The clusters are shown with their respective jobs as lettered points. The group (GP) number shown beside each title references computer-printed information; the letter "N" indicates the number of personnel in each group.

- I. CORE CREW CHIEF JOB (GP442, N=150)
- II. REPAIR AND RECLAMATION JOB (GP445, N=24)
- III. TRANSIENT ALERT JOB (GP460, N=8)
- IV. MAINTENANCE COORDINATOR JOB (GP466, N=5)
- V. QUALITY ASSURANCE JOB (GP457, N=12)
- VI. SUPPORT CLUSTER (GP519, N=12)
  - A. HAZMAT JOB (GP522, N=2)
  - B. EQUIPMENT CUSTODIAN JOB (GP528, N=7)
  - C. SUPPORT SECTION SUPERVISOR JOB (GP525, N=2)
- VII. TRAINING CLUSTER (GP448, N=11)
  - A. INSTRUCTORS JOB (GP451, N=2)
  - B. ON-THE-JOB TRAINING (OJT) JOB (GP454, N=9)

VIII. TECHNICAL SCHOOL INSTRUCTOR JOB (GP463, N=11)

IX. MOBILITY NCO JOB (GP516, N=5)

X. SUPERVISOR/MANAGER CLUSTER (GP478, N=34)

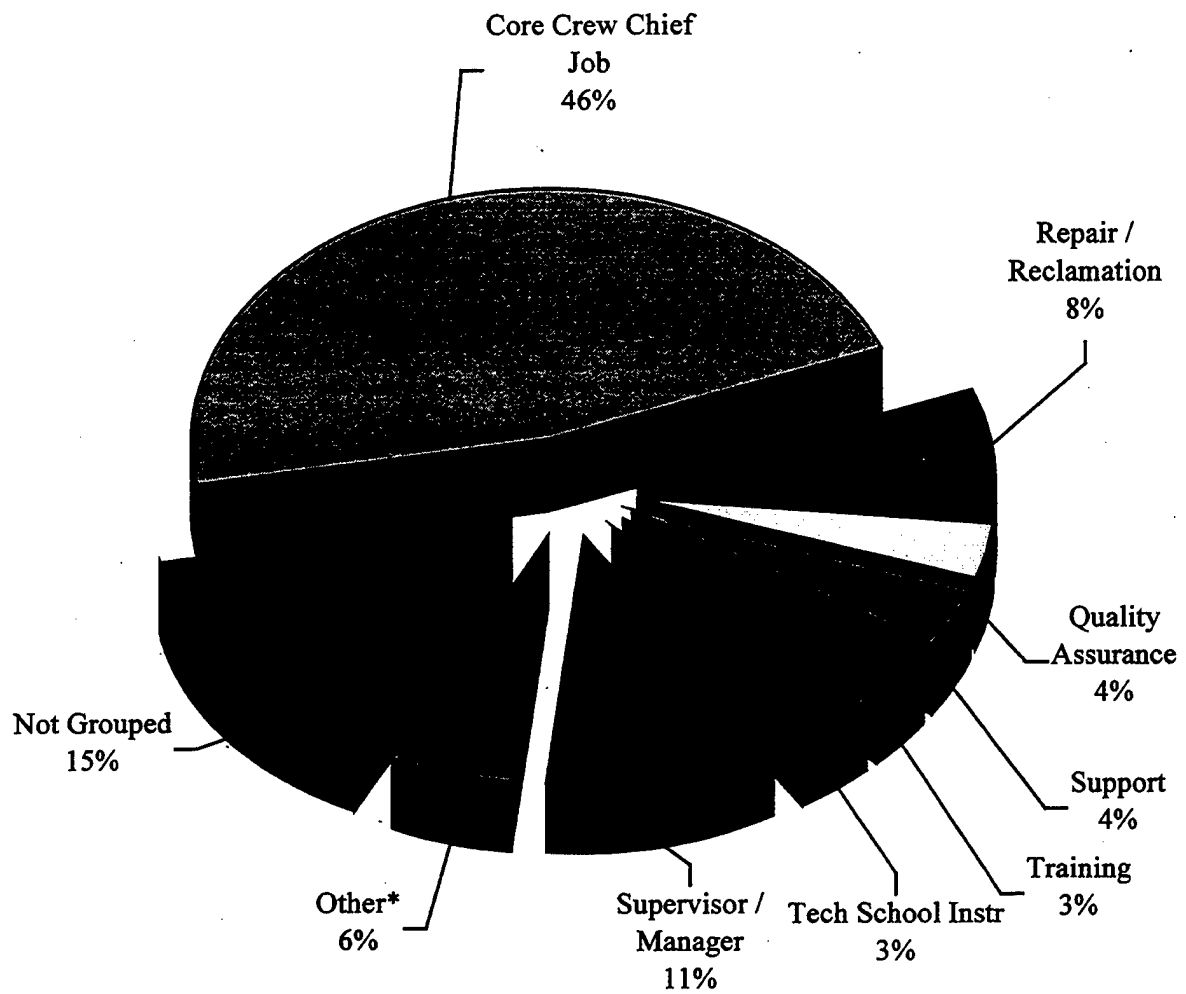
A. PRODUCTION MANAGER JOB (GP481, N=10)

B. CAMS MANAGEMENT JOB (GP504, N=3)

C. SECTION/FLIGHT CHIEF JOB (GP507; N=19)

The respondents forming the clusters and jobs account for 85 percent of the J-shred survey sample. The remaining 15 percent of the surveyed personnel were not grouped similar to other personnel. Job titles for those personnel not grouped include Aircraft Battle Damage, End of Runway Supervisor, and CDC Writer among others.

**AFSC 2A3X3J CAREER LADDER SPECIALTY JOBS  
(N = 320)**



\*Other includes *Transient Alert*, *Mobility NCO*, and *Maintenance Coordinator Jobs*. Each represents less than 3 percent of the sample.

**FIGURE 1**

### Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of the specialty clusters and jobs. Selected background data for the clusters and jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A.

I. CORE CREW CHIEF JOB (GP442). This job is the core technical job in the career field sample. The job contains 150 airmen, accounting for 46 percent of the J-shred sample. Core Crew Chief members perform an average of 316 tasks, highest among all jobs and clusters, displaying their aircraft maintenance generalist characteristic. These airmen are often dedicated crew chiefs or assistant dedicated crew chiefs and assigned to maintain and inspect one aircraft. Members of the job spend much of their time (22 percent) Performing Aircraft Ground Handling or Servicing Activities which is designated as Duty B. Duty A, Performing General Airframe or Aircraft Maintenance Activities, accounts for 19 percent of their time and Duty C, Maintaining Landing Gear Systems accounts for another 12 percent (see Table 3). Tasks representative of the job include:

- Inspect landing gear shock struts
- Remove or install aircraft hardware, such as screws or fasteners
- Inspect areas for foreign object damage
- Perform brake operator or wing, tail, or chalk walker operations
- Inspect aircraft tires
- Marshall aircraft
- Inspect rudders

Seventy percent of the members of the job are AD members, while the remaining 30 percent are split between the Air National Guard (ANG) with 25 percent and Air Force Reserve Command (AFRC) with 5 percent of the membership. Seventy-five percent of the members perform in the 5-skill level with the remainder in the 7-skill level. Paygrades are representative of their technical nature; the greatest proportion of the job (44 percent) hold the paygrade E-5, 25 percent are E-4s, and 19 percent are E-6s. The AD members average 10 years total active federal military service (TAFMS). As with most jobs in the career field, ACC personnel account for the majority of the population with 41 percent representation, though PACAF also has substantial representation comprising 17 percent. Fifty-six percent are supervisors (see Table 4).

II. REPAIR AND RECLAMATION JOB (GP445). The Repair and Reclamation Job is comprised of individuals performing another technical maintenance job. These 24 members, representing 8 percent of the survey sample, work in crash recovery and return aircraft to flight capable. They perform an average of 177 tasks. Thirty-six percent of the job's time is spent on Duty E, Maintaining Flight Control Systems. Another top duty is Duty B, Performing Ground Handling or Servicing Activities comprising 15 percent of their time (see Table 3). Some of the tasks best representative of these airmen include:

- Operationally check flight control trim systems
- Perform maintenance flight control checks
- Operationally check speed brakes or decelerons
- Measure flight control surface travel
- Operationally check aileron, flaperon, or elevon systems
- Rig flight control cables, cable components, or rods
- Remove or install elevators

AD representation comprises 63 percent of the job. The 29 percent ANG figure found in this job represents one of the highest concentrations of ANG personnel in the career field sample. AFRC members account for 8 percent of the job. ACC members account for 42 percent of the job, while USAFE and AETC airmen comprise 13 percent and 8 percent, respectively. Most (79 percent) airmen in the job perform at the 5-skill level, while 7-skill level members comprise 21 percent of the survey. Paygrade distribution corresponds to the skill level distribution; E-5 members account for 54 percent of the job, E-6 members account for 25 percent and E-4 members fill 13 percent of the positions. These airmen average almost 10 years TAFMS. Thirty-seven percent of the airmen in the group indicate they supervise others (see Table 4).

III. TRANSIENT ALERT JOB (GP460). Another technical maintenance job identified within the career field is the Transient Alert Job. It represents about 2 percent of the career field sample with 8 people. These airmen perform an average of 105 tasks. Their time is spent, largely, with tasks in Duty B, Performing Aircraft Ground Handling or Servicing Activities. Duty B accounts for 48 percent of their time, while Duty A, Performing General Airframe or Aircraft Maintenance Activities accounts for another 14 percent (see Table 3). Though crew chiefs by nature, these airmen are responsible for maintenance on a variety of aircraft that visit their base to include aircraft from other services and other nations. Distinctive tasks performed by job members include:

- Marshal aircraft
- Fuel aircraft using single-point methods
- Service aircraft with LOX
- Perform aircraft launch checklist procedures
- Perform powered AGE pre-use inspection
- Service engine oil servicing carts
- Apply or remove aircraft external bleed-air

This group includes AD (88 percent) and ANG (12 percent) personnel, though ACC dominates the representation with 63 percent of the job. Most of the members (88 percent) perform at the 5-skill level, however, a 7-skill level member (12 percent) is represented. Paygrade distribution shows 50 percent of the members are E-5 and E-4 personnel account for 38 percent of the job. AD members of the job average 9 years TAFMS. Fifty percent of the respondents are supervisors (see Table 4).

IV. MAINTENANCE COORDINATOR JOB (GP466). The Maintenance Coordinator Job only contains 5 airmen, but provides another vital service for the career field. Within the 15 tasks performed on average by these members, proper maintenance is controlled for each aircraft and piece of equipment. Nearly half of their time (47 percent) is spent Performing Maintenance Management Activities, designated as Duty J. Because of their managerial role, another 19 percent of their time is spent on tasks of Duty L, Performing Management and Supervisory Activities (see Table 3). Some tasks that best represent this cluster are:

- Retrieve CAMS listings or reports
- Maintain records in CAMS
- Verify accuracy of CAMS daily inputs
- Review TO changes
- Review aircraft flight or maintenance records, such as AFTO Forms 781-series
- Correct CAMS errors noted during daily verification process
- Adjust daily maintenance plans to meet operation commitments

Sixty percent of the members of this cluster are AD, with 40 percent in ACC and 20 percent in AMC. The remaining 40 percent (2 airman) comes from the ANG. Sixty percent of the airmen work at the 7-skill level while the remaining 40 percent are in the 5-skill level. Active Duty airmen average 14 years TAFMS, experience corresponding to a shift towards maintenance management. The paygrade distribution includes 40 percent at both the E-5 and E-7 paygrades with 20 percent being E-6s. Sixty percent of the members are supervisors (see Table 4).

V. QUALITY ASSURANCE JOB (GP457). Twelve airmen, 4 percent of the survey sample, form this group and perform a fairly specialized job. The 135 tasks performed on average by these members include inspecting the quality of work performed by maintainers. Their duty time is split among several duty titles. Fifteen percent of their time is spent on both Duty A, Performing General Airframe or Aircraft Maintenance Activities, and Duty L, Performing Management and Supervisory Activities. Duty G, Performing General Engine Maintenance Activities, accounts for 13 percent of their time (see Table 3). The top differentiating tasks appear below:

- Inspect flight control components
- Inspect areas for foreign object damage
- Inspect stabilizers
- Inspect rudders
- Inspect landing gear shock struts
- Inspect vertical stab leading edges
- Inspect landing gear hydraulic system components

Though 84 percent of the members are AD (50 percent from AETC), 8 percent are also in each the ANG and AFRC. Experience is evident as 83 percent of the members perform at the 7-skill level. The most common paygrades are E-6 and E-7, each accounting for 42 percent.

Airmen in this job average about 16.5 years TAFMS and 42 percent are supervisors (see Table 4).

VI. SUPPORT CLUSTER (GP519). Twelve members (4 percent of the survey), performing an average of only 34 tasks, comprise this cluster. These members are responsible for the maintaining and control of the equipment utilized by the career field as well as HAZMAT responsibilities. Three jobs, which will be explained later, were identified within the cluster. These personnel spend 29 percent of their time on their top duty, Duty L, Performing Management and Supervisory Activities, and another 28 percent on Duty O, Performing General Supply and Equipment Activities (see Table 3). Some tasks that best represent this job include:

- Inventory equipment, tools, parts, or supplies
- Maintain tool cribs
- Issue or log turn-ins of equipment, tools, parts, or supplies
- Maintain equipment control listings
- Establish procedures for accountability of equipment, tools, parts, or supplies
- Dispose of liquid hazardous waste
- Maintain initial HAZMAT accumulation points

The entire Support Cluster identified in the J-shred sample is performed by AD members. ACC members account for 75 percent, while PACAF and USAFE airmen are also represented. Skill level distribution shows a high percentage of 5-skill level members (67 percent) performing the job, while another 33 percent are 7-skill level respondents. Fifty percent of the incumbents hold the E-5 paygrade and 33 percent are E-7s. Incumbents average nearly 16 years TAFMS and 58 percent of the respondents have supervisory responsibilities (see Table 4).

The first job identified within the cluster is the HAZMAT JOB. Personnel are responsible for all aspects of the HAZMAT programs within their respective units. Among the top tasks performed by members of the job are:

- Maintain initial HAZMAT accumulation reports
- Dispose of solid hazardous waste
- Complete or maintain HAZMAT files

Another job identified within the cluster is the EQUIPMENT CUSTODIAN JOB. These members control and maintain the tools and equipment used by other members of the career field. Some of the top differentiating tasks performed by these members include:

- Maintain tool cribs
- Inventory equipment, tools, parts, or supplies
- Maintain equipment control listings



The final job identified within the cluster is the SUPPORT SECTION SUPERVISOR JOB. As the name suggests, these members lead the support section including members from the HAZMAT and Equipment Custodian Jobs. These airmen are the most senior of the cluster. Top differentiating tasks include:

- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Counsel subordinates concerning personal matters

VII. TRAINING CLUSTER (GP448). The 11 respondents forming this cluster were identified due to the high percentage of time spent on training, though not necessarily at the technical training school. They average 180 tasks performed, a high number which signals the performance of a technical job as well as training responsibilities. The two jobs identified within the cluster will be discussed later. Twenty percent of their time is spent on Duty L, Performing Management and Supervisory Activities displaying a more experienced group of personnel than typical technicians. Another 19 percent of their time is spent on Duty B, Performing Aircraft Ground Handling or Servicing Activities (see Table 3). Some of the tasks that best represent this cluster are:

- Counsel trainees on training progress
- Evaluate progress of trainees
- Determine training requirements
- Inspect aircraft tires
- Inspect personnel for compliance with military standards
- Maintain training records or files
- Perform safe-for-maintenance inspections

Eighty-two percent of the cluster is AD personnel, 73 percent of whom are in ACC. The skill level distribution is split almost evenly between the 5- and 7-skill level with 55 percent performing at the 7-skill level. The predominant paygrades are E-5 and E-7, which each contain 36 percent of the members. Airmen in the cluster average 14.5 years TAFMS, and 82 percent of the incumbents are supervisors (see Table 4).

The first of two jobs identified within the cluster is the INSTRUCTORS JOB. Members of the job work at field training detachments and instruct students through hands-on training. Some of the tasks which separate these members from other members of the cluster include:

- Conduct formal course classroom training
- Personalize lesson plans
- Administer or score tests

The second job of the Training Cluster is the OJT JOB, referring to On-the-Job Training. Incumbents of this job work at operational units and maintain training records for members of

the unit as a secondary duty. These members qualify junior personnel on certain aspects of maintenance. Some of the tasks which differentiate these members from the Instructors include:

- Perform powered and non-powered pre-use inspections
- Counsel trainees on training progress
- Schedule CAMS training

VIII. TECHNICAL SCHOOL INSTRUCTOR JOB (GP463). Eleven AD survey respondents grouped into this job. Members perform an average of 46 tasks and are technical school instructors for members of the career field. Their time is focused on training duties; Duty M, Performing Training Activities accounts for 44 percent of their time, though 15 percent of their time is spent on Duty B, Performing Aircraft Ground Handling or Servicing Activities. (see Table 3). Some of the tasks that best represent the job performed by these airmen are:

- Evaluate progress of trainees
- Counsel trainees on training progress
- Administer or score tests
- Conduct formal course classroom training
- Personalize lesson plans
- Conduct training certifications
- Maintain training records or files

Ninety-one percent of these AD members work for AETC. Members average 11 years TAFMS. Seventy-three percent are 5-skill level performers, while the remaining 27 percent are 7-skill level members. Members are dispersed throughout the mid-level paygrades: Thirty-six percent come from each of the E-4 and E-6 paygrades, while 18 percent are E-5 respondents. Forty-five percent of the members supervise at least one person (see Table 4).

IX. MOBILITY NCO JOB (GP516). The career field also contains a group of personnel who focus on mobility. These 5 members, representing about 2 percent of the sample, work to ensure mobility plans will be executed properly. These airmen spend 38 percent of their time in Duty K, Performing Mobility and Contingency Activities, and another 35 percent of their time in Duty L, Performing Management and Supervisory Activities (see Table 3). They perform an average of 58 tasks. Some of their top tasks include:

- Coordinate mobility or contingency requirements with appropriate agencies
- Review mobility, contingency, disaster preparedness, or unit emergency or alert plans
- Assign personnel to mobility or contingency positions
- Brief deploying personnel
- Participate in mobility exercise planning meetings
- Conduct contingency operation / mobility planning and execution system programs
- Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans

These personnel are all AD members and 60 percent are in ACC. With the war time importance of the job, experienced career field personnel comprise the job. Eighty percent of the members perform in the 7-skill level: Eighty percent of the members also hold the E-7 paygrade. Their experience is further displayed by their average TAFMS of 19.5 years. Eighty percent of the incumbents supervise at least one person (see Table 4).

X. SUPERVISOR/MANAGER CLUSTER (GP478). A large group of supervisors were identified within this career field. Eleven percent of the J-shred survey (34 people) comprise the Supervisor/Manager Cluster. These members include typical Air Force supervisors and managers. Within the cluster, three jobs were identified which slightly separate the members. These three jobs will be discussed later. The Supervisor/Managers perform an average of 68 tasks. Much of their time (45 percent) is spent performing tasks of Duty L, Performing Management and Supervisory Activities. Ten percent of their time is also spent on Duty J, Performing Maintenance Management Activities. (see Table 3). Their top tasks include:

- Write recommendations for awards or decorations
- Determine or establish work assignments or priorities
- Counsel subordinates concerning personal matters
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Interpret policies, directives, or procedures for subordinates
- Write or indorse military performance reports

Supervisor/Managers were identified from all Air Force components, though the ANG and AFRC comprise only 9 and 6 percent of the cluster, respectively. Fifty-three percent of the cluster comes from ACC, but PACAF (15 percent) and USAFE (11 percent) also have good representation. These members are among the most experienced in the career field. Their skill level distribution shows that 88 percent of the members are performing at the 7-skill level, while the remaining 12 percent are performing in the 5-skill level. Personnel also hold advanced paygrades: 68 percent E-7 and 26 percent E-6. AD members average more than 18 years TAFMS and 8 percent supervise at least one other person (see Table 4).

This final cluster contains a variety of flight chiefs, supervisors, and managers. Three particular jobs were identified within the cluster, PRODUCTION MANAGER JOB, CAMS MANAGEMENT JOB, and SECTION/FLIGHT CHIEF JOB. The first of these, the Production Manager Job is comprised of airmen who perform a job often referred to as Production Control. These members are responsible for aircraft maintenance production. These members are part of flight line maintenance, ensuring the job is accomplished. Some of their top tasks include:

- Determine or establish work assignments or priorities
- Adjust workload requirements
- Adjust daily maintenance plans to meet operation commitments

The second job identified is the CAMS Management Job which is comprised of members who perform similar to Maintenance Coordinators though much more senior. The members hold an advanced maintenance management role in the career field. Members typically work in the maintenance operations control section. Some of the top tasks performed by these respondents are listed below:

- Verify accuracy of CAMS daily inputs
- Coordinate aircraft maintenance or launch and recovery times with flight crews
- Track equipment maintenance discrepancies in CAMS

The final job identified in the Supervisor Cluster is the Section/Flight Chief Job. These members are the typical Air Force supervisors that are responsible to their airmen in all facets of military life. Some of the top tasks performed by these members are below:

- Write or endorse military performance reports
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions

#### Comparison to Previous Study

Table 5 lists the clusters and jobs identified in this report and compares them to the jobs of the 1997 OSR. Only slight differences arise. Some of the names were changed in an attempt to better capture the differentiating attributes of particular jobs. Also the current OSR does not include a Wheel and Tire Job. These members did not differentiate themselves by their responses to the survey and may have grouped into the Core Crew Chief Job. The slight differences in jobs and clusters reported do not reflect a substantial change of specialization within the career field.

TABLE 3

## RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Core Crew Chief Job (GP442) (N=150)	Repair & Reclaim Job (GP445) (N=24)	Transient Alert Job (GP460) (N=8)	Maint Coordinat Job (GP466) (N=5)	Quality Assurance Job (GP457) (N=12)
A Performing General Airframe or Aircraft Maintenance Activities	19	14	14	7	15
B Performing Aircraft Ground Handling or Servicing Activities	22	15	48	*	5
C Maintaining Landing Gear Systems	12	14	3	0	10
D Maintaining Utility Systems	5	0	1	0	7
E Maintaining Flight Control Systems	11	36	2	*	6
F Maintaining Hydraulic or Pneumatic Systems	5	*	0	0	2
G Performing General Engine Maintenance Activities	9	3	5	*	13
H Maintaining Fuel Systems	2	0	1	0	2
I Maintaining Electrical Systems	5	1	1	0	5
J Performing Maintenance Management Activities	3	3	4	47	4
K Performing Mobility and Contingency Activities	1	2	1	5	2
L Performing Management and Supervisory Activities	3	4	8	19	15
M Performing Training Activities	1	3	4	4	4
N Performing General Administrative and Technical Order System Activities	1	*	1	6	6
O Performing General Supply and Equipment Activities	1	4	7	10	4

\* less than 1 percent performing

TABLE 3 (CONTINUED)

## RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Support Cluster (GP519) (N=12)	Training Cluster (GP448) (N=11)	Tech School Instructor Job (GP463) (N=11)	Mobility NCO Job (GP516) (N=5)	Supervisor/ Manager Cluster (GP478) (N=34)
A Performing General Airframe or Aircraft Maintenance Activities	21	11	10	1	8
B Performing Aircraft Ground Handling or Servicing Activities	8	19	15	0	3
C Maintaining Landing Gear Systems	0	5	4	0	1
D Maintaining Utility Systems	0	2	1	0	*
E Maintaining Flight Control Systems	0	4	1	0	1
F Maintaining Hydraulic or Pneumatic Systems	0	1	1	0	0
G Performing General Engine Maintenance Activities	0	4	1	0	1
H Maintaining Fuel Systems	0	1	0	0	0
I Maintaining Electrical Systems	0	2	1	0	*
J Performing Maintenance Management Activities	1	8	3	3	10
K Performing Mobility and Contingency Activities	7	3	1	38	6
L Performing Management and Supervisory Activities	29	20	14	35	45
M Performing Training Activities	2	11	44	3	8
N Performing General Administrative and Technical Order System Activities	4	3	2	18	6
O Performing General Supply and Equipment Activities	28	6	2	2	9

\* less than 1 percent performing

TABLE 4

## SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Core Crew Chief Job (GP442) (N=150)	Repair & Reclaim Job (GP445) (N=24)	Transient Alert Job (GP460) (N=8)	Maint Coordinat Job (GP466) (N=5)	Quality Assurance Job (GP457) (N=12)
PERCENT OF SAMPLE	46	8	2	2	4
PERCENT IN CONUS	74	83	50	100	83
DAFSC DISTRIBUTION:					
2A353J	75	79	88	40	17
2A373J	25	21	12	60	83
COMPONENT STATUS:					
ACTIVE DUTY TOTAL	70	63	88	60	84
ACC	41	42	63	40	34
AETC	4	8	0	0	50
PACAF	17	0	13	0	0
USAFE	6	13	0	0	0
AFMC	2	0	0	0	0
AMC	0	0	12	20	0
AIR NATIONAL GUARD	25	29	12	40	8
AIR FORCE RESERVE COMMAND	5	8	0	0	8
PAYGRADE DISTRIBUTION:					
E-1 - E-3	5	8	0	0	0
E-4	25	13	38	0	0
E-5	44	54	50	40	16
E-6	19	25	0	20	42
E-7	7	0	12	40	42
E-8	0	0	0	0	0
AVERAGE MONTHS TAFMS **	120	119	110	166	200
PERCENT SUPERVISING	56	37	50	60	42
AVERAGE NUMBER OF TASKS PERFORMED	316	177	105	15	135

\*Less than one \*\*Active Duty Only

TABLE 4 (CONTINUED)

## SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Support Cluster (GP519) (N=12)	Training Cluster (GP448) (N=11)	Tech School Instructor Job (GP463) (N=11)	Mobility NCO Job (GP516) (N=5)	Supervisor/ Manager Cluster (GP478) (N=34)
PERCENT OF SAMPLE	4	3	3	2	11
PERCENT IN CONUS	75	64	100	100	65
DAFSC DISTRIBUTION:					
2A353A	67	45	73	20	12
2A373A	33	55	27	80	88
COMPONENT STATUS:					
ACTIVE DUTY TOTAL	100	82	100	100	85
ACC	75	73	9	60	53
AETC	0	0	91	0	0
PACAF	8	9	0	0	15
USAFE	17	0	0	0	11
AFMC	0	0	0	40	0
AMC	0	0	0	0	3
AFSPC	0	0	0	0	3
AIR NATIONAL GUARD	0	18	0	0	9
AIR FORCE RESERVE COMMAND	0	0	0	0	6
PAY GRADE DISTRIBUTION:					
E-1 - E-3	0	0	0	0	0
E-4	17	0	36	0	0
E-5	50	36	18	20	6
E-6	0	28	36	0	26
E-7	33	36	10	80	68
E-8	0	0	0	0	0
AVERAGE MONTHS TAFMS **	190	176	132	235	219
PERCENT SUPERVISING	58	82	45	80	88
AVERAGE NUMBER OF TASKS PERFORMED	34	180	46	58	68

\*Less than one \*\*Active Duty Only



TABLE 5

## SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1997 STUDIES

CURRENT J-SHRED SAMPLE (N=320)	1997 STUDY (Included A-J Shreds) (N=4,547)
I. Core Crew Chief Job	Crew Chief / Mechanic
II. Repair and Reclamation Job	Repair and Reclamation
III. Transient Alert Job	Transient Alert
IV. Maintenance Coordinator Cluster	Maintenance Operations Control
V. Quality Assurance Job	Quality Assurance
VI. Support Cluster	Support
VII. Training Cluster	Formal Instructor
VIII. Technical School Instructor Job	Mission Ready Technician Instructor
IX. Mobility NCO Job	Mobility
X. Supervisor/Manager Cluster	Supervisor
<i>No Similar Job Identified</i>	Wheel and Tire

## ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

A variety of tables are included in this section to help explain the progression. Note that there are no 3-skill level members represented because few 3-skill level E- and H-shred surveys were returned. A generally typical pattern of progression is noted within the AFSC 2A3X3J career ladder. Airmen enter the career field performing technical tasks associated with the career field, typically in the Core Crew Chief Job. As personnel gain experience and advance skill levels, they are given more responsibilities and have a more supervisory and managerial role.

### Skill-Level Descriptions

Skill-level data must be analyzed from many angles to accurately show the progression through the career ladder. Within the study, AD, AFRC, and ANG personnel are represented at 5- and 7-skill levels. With only two skill levels, trends are difficult to discern in analysis, however, a progression is evident. Many tables have been included to present the skill-level data. To make the next sections easier to understand, the tables are presented in an orderly way. There is an analysis of all personnel (AD, ANG, and AFRC) in the sample sorted by skill-level, followed by a skill-level analysis of only AD airmen. The ANG and AFRC analyses are next, followed by analyses of differences between the components.

**All Components:** Analysis of the DAFSC groups among the combined AD, ANG, and AFRC personnel shows a typical progression through the career ladder. Table 6 shows the distribution of DAFSC members through the clusters and jobs of the career field, while Table 7 shows the distribution of time spent on duties by DAFSC airmen. Table 6 shows that personnel are progressing through the career field. At the 5-skill level personnel perform as experienced technicians, probably having honed their technical skills through their respective 3-skill level shredout. Though focused on the Core Crew Chief Job, 5-skill level members are also spreading into other jobs within the career field such as training, repair and reclamation, support, and supervisory positions. Members with the 7-skill level designation show a shift towards more supervisory roles than their 5-skill level counterparts. Table 7 backs this up.

The top tasks performed by the DAFSC groups are presented in Tables 8 and 9. Table 10 shows the tasks that best differentiate the skill levels. The 193, 5-skill level members represent 60 percent of the J-shred survey sample. The group is comprised of 154 AD members, 34 ANG respondents, and 5 AFRC airman. Table 8 shows that the top tasks performed by these respondents are technical in nature, typically servicing, ground handling, and inspecting aircraft.

The greatest percentage (58 percent) of these airmen is working in the Core Crew Chief Job, with another 12 percent in the Repair and Reclamation Job.

Seven-skill level members begin to show the shift from technician to supervisor within the career field. These incumbent airmen are heavily represented in the Supervisor/Manager Cluster (24 percent) and by a 30 percent composition from the Core Crew Chief Job (see Table 6). Many of the remaining members are spread thinly throughout the remaining clusters and jobs, generally in supervisory positions. Table 9 shows that most of the top tasks are supervisory- or training-related. Forty percent of the survey sample (127 airmen) perform at the 7-skill level. Table 10 shows the greatest differences between task performance for 5- and 7-skill level members. The shift to supervisory tasks is evident in the table.

**Active Duty:** AD members comprise the majority (77 percent) of the survey, so the analysis is similar to the all-component analysis. However, the progression of career field members into the supervisory roles is slightly more pronounced in the AD analysis than in the all component analysis. Table 11 shows the distribution of AD DAFSC members through the clusters and jobs of the career field, while Table 12 shows the distribution of time spent on duties by AD DAFSC airmen.

Most of the 154 5-skill level members were identified in the Core Crew Chief Job (55 percent), with only small percentages of these airmen straying to other technical maintenance jobs (see Table 11). The top tasks performed by the DAFSC groups are presented in Tables 13 and 14. Table 15 shows the tasks that best differentiate the 5- and 7-skill levels. The 5-skill level members are performing primarily technical tasks, though they are experienced technicians.

Twenty-eight percent of the 7-skill level members are in the Supervisor/Manager Cluster (see Table 11). Those left in the technical clusters and jobs include 23 percent in the Core Crew Chief Job and 9 percent in the Quality Assurance Job. The shift from technician to supervisor is also evident in Table 12 which shows the shift in time spent on duties. Supervisory and managerial activities account for the largest percentage of their time. The top tasks performed by the 92 AD 2A373J airmen are displayed in Table 14. Note the shift from technician at the 5-skill level to supervisor at the 7-skill level. This shift is further displayed in Table 15 which shows the most differentiating tasks.

**Air National Guard (ANG):** ANG members comprise 18 percent of the J-shred survey sample and includes 57 respondents in the 5- and 7-skill levels. Table 16 presents percentage of ANG skill level members in specialty jobs and clusters. Table 17 shows percent time spent on duties by skill level. Tables 18 and 19 are dedicated to listing the top tasks of the ANG skill levels. Table 20 displays the tasks which differentiate personnel of each skill level. Each of these tables gives support for the slight progression of airmen through the career ladder from technician to supervisor and manager.

As junior members of the ANG, 5-skill level airmen perform exclusively in the technical aspects of the career field. Table 16 shows that the Core Crew Chief Job (71 percent) and Repair and Reclamation Job (15 percent) contain most of these airmen. Table 17 supports the technical

nature of work for these respondents. Table 18 lists the top tasks performed by ANG DAFSC 2A353J respondents. With 34 respondents, this group accounts for 60 percent of the ANG sample and 11 percent of the J-shred survey sample. The top tasks focus on inspections of flight control systems and the airframe. Several ground handling and aircraft servicing tasks also appear.

Table 16 shows that similar to the 5-skill level airmen, most 7-skill level members group into the Core Crew Chief Job (59 percent) or Repair and Reclamation Job (7 percent), however, a number of these airmen have progressed into the Supervisor/Manager Cluster (9 percent) or Training Cluster (9 percent). Tasks which best differentiate between ANG 5- and 7-skill level members are presented in Table 20. Note the additional supervisor responsibilities held by 7-skill level members. Table 19 presents the top 7-skill level tasks. Tasks associated with ground handling and servicing aircraft as well as maintenance management tasks are predominant in the table. The group is comprised of 23 respondents.

**Air Force Reserve Command (AFRC):** AFRC members comprise about 5 percent of the survey with 17 members. Table 21 shows the distribution of AFRC DAFSC members through the clusters and jobs of the career field, while Table 22 shows the distribution of time spent on duties by AFRC DAFSC airmen. There appears to be good progression through the AFRC career ladder sample.

The top tasks performed by the DAFSC groups are presented in Tables 23 and 24. Eighty percent of the 5-skill level members were identified in Core Crew Chief Job (see Table 21) and most of their time is spent on the most technical duties (see Table 22). The 5-skill level members are performing primarily technical tasks including aircraft servicing and inspection tasks as seen in Table 23.

Table 21 shows that 33 percent of the 7-skill level members are still grouped into the Core Crew Chief Job. Table 22 shows a continued technical focus to include general airframe or aircraft maintenance activities (25 percent) and aircraft ground handling or servicing activities (14 percent). The top tasks performed by the 12 AFRC 2A373J airmen are displayed in Table 24. The top task listing is comprised of tasks similar to those performed by 5-skill level members with the added focus of mobility and supervision. Table 25 displays the top task differences with 5-skill level members including the 7-skill level performance of training and supervisory tasks.

**Component Comparisons:** Within similar skill levels, the main task differences between components are highlighted in Tables 26-31. AD members are first compared to ANG members in Tables 26 and 27. AD tasks are compared to AFRC tasks in Tables 28 and 29, and Tables 30 and 31 are dedicated to the task differences between ANG and AFRC members.

Table 26 begins to show the more advanced work performed by 5-skill level AD personnel. At the 5-skill level comparison, AD members are performing more supervisory-related tasks than their peers in the ANG. ANG members are comparatively very technical at this skill level.

Table 27 highlights the differences between the 7-skill level members of the AD and ANG components. Again, the differentiating tasks show more of a management focus for AD members, while the ANG airmen are still relatively technical. The percent member performing figures show a substantial difference between the components.

Table 28 begins the AD versus AFRC analyses. It is important to remember the numbers of personnel in each group as there are only 5 airmen in the AFRC 5-skill level sample. AFRC 5-skill level members are the junior members of the component and are obligated the technical tasks of the career field. AD members show more of a progression towards supervisory responsibilities at the 5-skill level.

Table 29 shows more AD progression to supervisory and managerial positions at the 7-skill level, while AFRC members continue to support Core Crew Chief Job in a technical nature. The differences between top tasks are quite substantial and clearly show groups with differing mentalities. AFRC members have not progressed from technician, albeit advanced technician, at the 7-skill level.

Table 30 shows the 5-skill level comparison of ANG and AFRC respondents. The table shows more focused maintenance (general engine maintenance) for the AFRC airmen compared to the diverse maintenance of the ANG members. Again, the small number of AFRC respondents may accentuate differences that are actually less severe.

Table 31 shows the top tasks which differentiate the ANG and AFRC 7-skill level members. Some supervisory and management tasks separate ANG members from their AFRC counterparts. AFRC members appear to be more technically focused, especially in regards to engine maintenance, at the 7-skill level than ANG airmen.

### Summary

Progression appears to follow a typical pattern, especially for the AD members. At the 5-skill level personnel are required to perform advanced technical tasks and are given a small amount of supervisory responsibility. Seven-skill level members work more heavily in a supervisory role and perform technically in the role of NCOIC.

None of the trends or comparisons analyzed in the study suggest problems with the career field or progression. ANG and AFRC members typically stay much more technically focused than their AD counterparts throughout their careers as is the case with this career field.

TABLE 6

**DISTRIBUTION OF ALL COMPONENT DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)**

<u>SPECIALTY JOBS</u>	<u>ALL 2A353J (N=193)</u>	<u>ALL 2A373J (N=127)</u>
CORE CREW CHIEF JOB	58	30
REPAIR AND RECLAMATION JOB	10	4
TRANSIENT ALERT JOB	4	1
MAINTENANCE COORDINATOR JOB	1	2
QUALITY ASSURANCE JOB	4	8
SUPPORT CLUSTER	3	3
TRAINING CLUSTER	4	5
TECHNICAL SCHOOL INSTRUCTOR JOB	1	2
MOBILITY NCO JOB	1	3
SUPERVISOR/MANAGER CLUSTER	2	24
Not Grouped	12	18

TABLE 7

RELATIVE PERCENT TIME SPENT ON DUTIES BY ALL COMPONENT DAFSC GROUPS

<u>DUTIES</u>	<u>ALL</u> 2A353J (N=193)		<u>ALL</u> 2A373J (N=127)	
A Performing General Airframe or Aircraft Maintenance Activities	17		15	
B Performing Aircraft Ground Handling or Servicing Activities	21		11	
C Maintaining Landing Gear Systems	10		6	
D Maintaining Utility Systems	3		3	
E Maintaining Flight Control Systems	11		6	
F Maintaining Hydraulic or Pneumatic Systems	3		2	
G Performing General Engine Maintenance Activities	6		5	
H Maintaining Fuel Systems	2		1	
I Maintaining Electrical Systems	3		2	
J Performing Maintenance Management Activities	4		7	
K Performing Mobility and Contingency Activities	3		4	
L Performing Management and Supervisory Activities	6		22	
M Performing Training Activities	5		6	
N Performing General Administrative and Technical Order System Activities	2		4	
O Performing General Supply and Equipment Activities	4		6	

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A353J PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=193)
B0185	Perform tow vehicle operations	80
C0247	Inspect aircraft tires	79
A0068	Remove or install aircraft hardware, such as screws or fasteners	79
B0157	Marshal aircraft	78
B0204	Service aircraft tires	78
A0021	Inspect areas for foreign object damage (FOD)	77
B0183	Perform safe-for-maintenance inspections	77
B0175	Perform brake operator or wing, tail, or chalk walker operations	75
A0013	Identify fuel, oil, air, or hydraulic leaks	74
C0248	Inspect aircraft wheel assemblies	73
A0043	Open or close hinged doors	73
E0354	Inspect rudders	72
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	71
B0181	Perform nonpowered AGE pre-use inspections	70
E0350	Inspect flight control components	70
B0182	Perform powered AGE pre-use inspections	69
B0178	Perform hot brake checks	68
B0165	Perform aircraft launch checklist procedures	67
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781- series	64
B0171	Perform aircraft recovery checklist procedures	64
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	63
A0037	Maintain facilities	56
M0792	Conduct on-the-job training (OJT)	55
J0680	Maintain records in CAMS	53
O0852	Inventory equipment, tools, parts, or supplies	51
M0807	Maintain training records or files	46
M0804	Evaluate progress of trainees	40

Average Number of Tasks Performed - 218



TABLE 9

REPRESENTATIVE TASKS PERFORMED BY ALL DAFSC 2A373J PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=127)
L0772	Inspect personnel for compliance with military standards	71
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	64
A0021	Inspect areas for foreign object damage (FOD)	61
L0744	Counsel subordinates concerning personal matters	59
M0807	Maintain training records or files	58
L0738	Conduct self-inspections or self-assessments	58
L0773	Interpret policies, directives, or procedures for subordinates	57
L0786	Write recommendations for awards or decorations	56
L0747	Determine or establish work assignments or priorities	55
L0768	Evaluate personnel for compliance with performance standards	54
M0796	Counsel trainees on training progress	52
L0741	Conduct supervisory performance feedback sessions	52
J0682	Retrieve CAMS listings or reports	49
M0804	Evaluate progress of trainees	49
M0797	Determine training requirements	49
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	46
L0785	Write or indorse military performance reports	46
L0734	Assign personnel to work areas or duty positions	45
J0684	Review preventive maintenance schedules	45
L0761	Establish performance standards for subordinates	45
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	40
L0732	Analyze workload requirements	39
L0731	Adjust daily maintenance plans to meet operation commitments	35
N0828	Maintain or update status indicators, such as boards, graphs, or charts	31
O0840	Coordinate maintenance of equipment with appropriate agencies	24

Average Number of Tasks Performed - 157

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ALL DAFSC 2A353J AND 2A373J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ALL 2A353J (N=193)	ALL 2A373J (N=127)	DIFFERENCE
A0036 Lubricate aircraft components	70	29	41
B0204 Service aircraft tires	78	40	38
B0185 Perform tow vehicle operations	80	44	36
B0206 Service aircraft with LOX	68	32	36
B0157 Marshal aircraft	78	42	36
B0165 Perform aircraft launch checklist procedures	67	32	35
C0271 Remove or install aircraft wheel assemblies	70	35	35
G0504 Collect joint oil analysis program (JOAP) samples for analyses	62	27	35
B0169 Perform aircraft preflight inspections	67	33	34
B0168 Perform aircraft postflight inspections	66	32	34
A0068 Remove or install aircraft hardware, such as screws or fasteners	79	45	34
L0772 Inspect personnel for compliance with military standards	38	71	-33
L0773 Interpret policies, directives, or procedures for subordinates	27	57	-31
L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	10	40	-30
L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	5	34	-29
L0768 Evaluate personnel for compliance with performance standards	24	54	-29
L0787 Write replies to inspection reports	8	37	-29
L0738 Conduct self-inspections or self-assessments	32	58	-27
N0814 Complete accident or incident reports	12	39	-27
L0786 Write recommendations for awards or decorations	29	56	-27

TABLE 11

DISTRIBUTION OF AD DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	<u>AD 2A353J (N=154)</u>	<u>AD 2A373J (N=92)</u>
CORE CREW CHIEF JOB	55	23
REPAIR AND RECLAMATION JOB	8	2
TRANSIENT ALERT JOB	5	0
MAINTENANCE COORDINATOR JOB	1	2
QUALITY ASSURANCE JOB	1	9
SUPPORT CLUSTER	5	4
TRAINING CLUSTER	3	4
TECHNICAL SCHOOL INSTRUCTOR JOB	5	3
MOBILITY NCO JOB	1	4
SUPERVISOR/MANAGER CLUSTER	2	28
Not Grouped	14	21

TABLE 12

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD DAFSC GROUPS

DUTIES	AD 2A353J (N=154)	AD 2A373J (N=92)
A Performing General Airframe or Aircraft Maintenance Activities	18	13
B Performing Aircraft Ground Handling or Servicing Activities	21	10
C Maintaining Landing Gear Systems	9	5
D Maintaining Utility Systems	3	2
E Maintaining Flight Control Systems	10	5
F Maintaining Hydraulic or Pneumatic Systems	3	1
G Performing General Engine Maintenance Activities	6	5
H Maintaining Fuel Systems	1	1
I Maintaining Electrical Systems	3	2
J Performing Maintenance Management Activities	3	7
K Performing Mobility and Contingency Activities	3	4
L Performing Management and Supervisory Activities	7	27
M Performing Training Activities	6	7
N Performing General Administrative and Technical Order System Activities	2	5
O Performing General Supply and Equipment Activities	5	6

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A353J PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=154)
B0185	Perform tow vehicle operations	79
C0247	Inspect aircraft tires	76
A0068	Remove or install aircraft hardware, such as screws or fasteners	76
B0204	Service aircraft tires	76
A0021	Inspect areas for foreign object damage (FOD)	75
B0183	Perform safe-for-maintenance inspections	75
B0157	Marshal aircraft	74
A0013	Identify fuel, oil, air, or hydraulic leaks	73
B0175	Perform brake operator or wing, tail, or chalk walker operations	72
B0234	Supervise towing operations	71
B0181	Perform nonpowered AGE pre-use inspections	69
B0182	Perform powered AGE pre-use inspections	69
C0248	Inspect aircraft wheel assemblies	69
B0126	Apply or remove aircraft external alternating current (AC) electrical power	68
B0178	Perform hot brake checks	67
B0165	Perform aircraft launch checklist procedures	64
B0171	Perform aircraft recovery checklist procedures	62
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	62
A0037	Maintain facilities	60
M0792	Conduct on-the-job training (OJT)	60
A0027	Inspect engine exhaust sections or exhaust section components	59
O0852	Inventory equipment, tools, parts, or supplies	53
M0807	Maintain training records or files	51
M0796	Counsel trainees on training progress	49
L0744	Counsel subordinates concerning personal matters	49
M0804	Evaluate progress of trainees	45
O0862	Maintain tool cribs	19
M0808	Personalize lesson plans	16
M0791	Conduct formal course classroom training	13

Average Number of Tasks Performed - 217

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY AD DAFSC 2A373J PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=92)
L0772	Inspect personnel for compliance with military standards	78
L0786	Write recommendations for awards or decorations	65
L0744	Counsel subordinates concerning personal matters	64
L0768	Evaluate personnel for compliance with performance standards	63
L0773	Interpret policies, directives, or procedures for subordinates	63
L0747	Determine or establish work assignments or priorities	60
L0785	Write or indorse military performance reports	60
M0807	Maintain training records or files	58
L0738	Conduct self-inspections or self-assessments	58
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	57
A0021	Inspect areas for foreign object damage (FOD)	57
L0761	Establish performance standards for subordinates	53
M0796	Counsel trainees on training progress	53
M0804	Evaluate progress of trainees	51
L0734	Assign personnel to work areas or duty positions	50
A0001	Assist in evaluating aircraft impounds or quarantines	50
M0797	Determine training requirements	50
L0752	Develop or establish work schedules	48
J0682	Retrieve CAMS listings or reports	47
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	46
L0732	Analyze workload requirements	43
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	42
L0731	Adjust daily maintenance plans to meet operation commitments	36
N0828	Maintain or update status indicators, such as boards, graphs, or charts	33
O0840	Coordinate maintenance of equipment with appropriate agencies	28

Average Number of Tasks Performed - 133

TABLE 15

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD DAFSC 2A353J AND 2A373J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A353J (N=154)	AD 2A373J (N=92)	DIFFERENCE
A0036 Lubricate aircraft components	68	21	47
B0204 Service aircraft tires	76	30	46
A0068 Remove or install aircraft hardware, such as screws or fasteners	76	32	44
B0157 Marshal aircraft	74	30	44
B0185 Perform tow vehicle operations	79	36	43
B0178 Perform hot brake checks	67	24	43
B0206 Service aircraft with LOX	66	24	42
B0171 Perform aircraft recovery checklist procedures	62	21	41
C0271 Remove or install aircraft wheel assemblies	67	26	41
B0169 Perform aircraft preflight inspections	64	25	39
B0165 Perform aircraft launch checklist procedures	64	25	39
L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	6	41	-35
L0736 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	13	46	-33
L0768 Evaluate personnel for compliance with performance standards	30	63	-33
L0772 Inspect personnel for compliance with military standards	45	78	-33
A0001 Assist in evaluating aircraft impounds or quarantines	18	50	-32
L0767 Evaluate maintenance production reports	2	33	-31
L0773 Interpret policies, directives, or procedures for subordinates	32	63	-31
L0787 Write replies to inspection reports	10	40	-30

TABLE 16

DISTRIBUTION OF ANG DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	<u>ANG 2A353J (N=34)</u>	<u>ANG 2A373J (N=23)</u>
CORE CREW CHIEF JOB	71	59
REPAIR AND RECLAMATION JOB	15	7
TRANSIENT ALERT JOB	0	4
MAINTENANCE COORDINATOR JOB	3	4
QUALITY ASSURANCE JOB	0	4
SUPPORT CLUSTER	0	0
TRAINING CLUSTER	0	9
TECHNICAL SCHOOL INSTRUCTOR JOB	0	0
MOBILITY NCO JOB	0	0
SUPERVISOR/MANAGER CLUSTER	3	9
Not Grouped	8	4



TABLE 17

## RELATIVE PERCENT TIME SPENT ON DUTIES BY ANG DAFSC GROUPS

DUTIES	ANG 2A353J (N=34)	ANG 2A373J (N=23)
A Performing General Airframe or Aircraft Maintenance Activities	17	17
B Performing Aircraft Ground Handling or Servicing Activities	23	18
C Maintaining Landing Gear Systems	11	10
D Maintaining Utility Systems	4	4
E Maintaining Flight Control Systems	14	10
F Maintaining Hydraulic or Pneumatic Systems	3	2
G Performing General Engine Maintenance Activities	6	5
H Maintaining Fuel Systems	2	2
I Maintaining Electrical Systems	4	3
J Performing Maintenance Management Activities	6	8
K Performing Mobility and Contingency Activities	3	3
L Performing Management and Supervisory Activities	3	9
M Performing Training Activities	1	2
N Performing General Administrative and Technical Order System Activities	1	2
O Performing General Supply and Equipment Activities	2	5

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A353J PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=34)
B0157	Marshal aircraft	91
B0152	Jack aircraft using tripod jacks	91
C0247	Inspect aircraft tires	88
A0068	Remove or install aircraft hardware, such as screws or fasteners	88
B0175	Perform brake operator or wing, tail, or chalk walker operations	85
E0356	Inspect trailing edge flaps	85
E0357	Inspect vertical stab leading edges	85
E0355	Inspect stabilizers	85
E0350	Inspect flight control components	85
B0183	Perform safe-for-maintenance inspections	82
E0354	Inspect rudders	82
B0185	Perform tow vehicle operations	82
C0248	Inspect aircraft wheel assemblies	82
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	76
K0707	Identify or practice identifying chemical warfare agents	76
B0169	Perform aircraft preflight inspections	76
B0168	Perform aircraft postflight inspections	76
B0173	Perform aircraft thruflight inspections	76
B0165	Perform aircraft launch checklist procedures	74
K0704	Don or doff chemical warfare personal protective clothing	74
B0145	Fuel aircraft using single-point methods	74
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781- series	71
B0171	Perform aircraft recovery checklist procedures	68
J0680	Maintain records in CAMS	56
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	53
J0682	Retrieve CAMS listings or reports	47

Average Number of Tasks Performed - 211

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY ANG DAFSC 2A373J PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=23)
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	87
B0157	Marshal aircraft	78
B0175	Perform brake operator or wing, tail, or chalk walker operations	78
J0680	Maintain records in CAMS	74
A0068	Remove or install aircraft hardware, such as screws or fasteners	74
B0150	Jack aircraft using axle jacks	74
A0057	Perform in-progress inspections (IPIs)	74
J0682	Retrieve CAMS listings or reports	70
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	70
B0206	Service aircraft with LOX	65
B0176	Perform end-of-runway (EOR) inspections or pogo procedures	65
A0013	Identify fuel, oil, air, or hydraulic leaks	65
B0160	Operationally check LOX	57
J0684	Review preventive maintenance schedules	52
L0747	Determine or establish work assignments or priorities	52
B0217	Service engine oil systems	52
L0731	Adjust daily maintenance plans to meet operation commitments	48
O0856	Maintain documentation on items requiring periodic inspections or calibrations	48
A0009	Debrief flight crews	48
A0056	Perform ground observer duties	48
A0125	Verify mission capability (MICAP) conditions	48
A0055	Perform flightcrew seat or ejection seat safety inspections	39
N0828	Maintain or update status indicators, such as boards, graphs, or charts	35
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	22

Average Number of Tasks Performed - 228

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG DAFSC 2A353J AND 2A373J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A353J (N=34)	ANG 2A373J (N=23)	DIFFERENCE
B0151 Jack aircraft using fuselage carts	38	*	38
A0069 Remove or install aircraft rain seals	53	17	36
G0504 Collect joint oil analysis program (JOAP) samples for analyses	62	35	27
D0334 Remove or install chaffs or flares	53	26	27
B0129 Apply or remove aircraft external ground cooling air	26	*	26
E0370 Operationally check spoiler systems	26	*	26
E0351 Inspect leading edge flaps	65	39	26
F0463 Collect hydraulic fluid samples for analyses	32	9	24
B0205 Service aircraft windshield washer systems	71	48	23
A0003 Clean aircraft interiors	71	48	23
B0163 Perform aircraft calendar inspections	71	48	23
C0272 Remove or install antiskid system components	44	22	22
L0738 Conduct self-inspections or self-assessments	24	70	-46
L0743 Coordinate aircraft maintenance with maintenance control or other agencies	24	70	-46
A0057 Perform in-progress inspections (IPIs)	32	74	-42
G0856 Maintain documentation on items requiring periodic inspections or calibrations	6	48	-42
L0759 Ensure compliance of HAZMAT programs	3	43	-41
M0807 Maintain training records or files	21	61	-40
L0747 Determine or establish work assignments or priorities	15	52	-37
L0751 Develop or establish work methods or procedures	3	39	-36

\* No members performing

TABLE 21

DISTRIBUTION OF AFRC DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS  
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	AFRC 2A353J (N=5)	AFRC 2A373J (N=12)
CORE CREW CHIEF JOB	80	33
REPAIR AND RECLAMATION JOB	20	8
TRANSIENT ALERT JOB	0	0
MAINTENANCE COORDINATOR JOB	0	0
QUALITY ASSURANCE JOB	0	8
SUPPORT CLUSTER	0	0
TRAINING CLUSTER	0	0
TECHNICAL SCHOOL INSTRUCTOR JOB	0	0
MOBILITY NCO JOB	0	0
SUPERVISOR/MANAGER CLUSTER	0	17
Not Grouped	0	34

TABLE 22

## RELATIVE PERCENT TIME SPENT ON DUTIES BY AFRC DAFSC GROUPS

DUTIES	AFRC 2A353J (N=5)	AFRC 2A373J (N=12)
A Performing General Airframe or Aircraft Maintenance Activities	16	25
B Performing Aircraft Ground Handling or Servicing Activities	20	14
C Maintaining Landing Gear Systems	13	6
D Maintaining Utility Systems	4	3
E Maintaining Flight Control Systems	15	11
F Maintaining Hydraulic or Pneumatic Systems	3	2
G Performing General Engine Maintenance Activities	10	5
H Maintaining Fuel Systems	3	1
I Maintaining Electrical Systems	5	3
J Performing Maintenance Management Activities	4	3
K Performing Mobility and Contingency Activities	2	7
L Performing Management and Supervisory Activities	2	10
M Performing Training Activities	*	6
N Performing General Administrative and Technical Order System Activities	*	1
O Performing General Supply and Equipment Activities	2	3
* Less than one percent		

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A353J PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=5)
B0183	Perform safe-for-maintenance inspections	100
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	100
C0257	Inspect landing gear up-lock mechanisms	100
C0247	Inspect aircraft tires	100
C0258	Inspect landing gear wheel-spin stop pads	100
E0356	Inspect trailing edge flaps	100
E0350	Inspect flight control components	100
E0354	Inspect rudders	100
E0357	Inspect vertical stab leading edges	100
E0355	Inspect stabilizers	100
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	100
B0173	Perform aircraft thruflight inspections	100
A0015	Inspect access or stress panels or mission bay hatches	100
B0157	Marshal aircraft	100
C0251	Inspect landing gear door mechanisms or linkages	100
C0252	Inspect landing gear down-lock mechanisms	100
A0068	Remove or install aircraft hardware, such as screws or fasteners	100
C0248	Inspect aircraft wheel assemblies	100
B0168	Perform aircraft postflight inspections	100
B0169	Perform aircraft preflight inspections	100
K0704	Don or doff chemical warfare personal protective clothing	100
B0186	Perform walk-around inspections	100
A0021	Inspect areas for foreign object damage (FOD)	80
A0019	Inspect aircraft windows, windscreens, aft transparencies, or canopy systems	80
A0013	Identify fuel, oil, air, or hydraulic leaks	80
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	80
B0152	Jack aircraft using tripod jacks	80

Average Number of Tasks Performed - 306

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY AFRC DAFSC 2A373J PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=12)
A0068	Remove or install aircraft hardware, such as screws or fasteners	92
A0084	Remove or install horizontal or vertical stabilizer leading edges	83
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	75
K0708	Inspect mobility bags or kits	75
A0021	Inspect areas for foreign object damage (FOD)	75
A0006	Clean up fuel, oil, or hydraulic spills	75
B0152	Jack aircraft using tripod jacks	75
B0150	Jack aircraft using axle jacks	75
E0407	Remove or install rudders	75
K0704	Don or doff chemical warfare personal protective clothing	67
A0083	Remove or install hinged doors	67
A0097	Remove or install wing leading edges	67
A0074	Remove or install cowlings or nacelles	67
B0181	Perform nonpowered AGE pre-use inspections	67
A0064	Remove or install access or stress panels or mission bay hatches	58
A0043	Open or close hinged doors	58
A0044	Open or close hinged windscreens	58
M0807	Maintain training records or files	58
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	58
K0713	Pack or palletize mobility or contingency equipment for shipment or movement	50
K0707	Identify or practice identifying chemical warfare agents	50
L0734	Assign personnel to work areas or duty positions	33
O0862	Maintain tool cribs	33
L0785	Write or indorse military performance reports	25
L0741	Conduct supervisory performance feedback sessions	17

Average Number of Tasks Performed - 204



TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AFRC DAFSC 2A353J AND 2A373J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC 2A353J (N=5)	AFRC 2A373J (N=12)	DIFFERENCE
A0003 Clean aircraft interiors	100	25	75
C0263 Operationally check landing gear emergency extension systems	100	25	75
J0677 Initiate or coordinate deficiency, service, or status reports, such as reports of deficiency (RODs)	80	8	72
B0186 Perform walk-around inspections	100	33	67
B0176 Perform end-of-runway (EOR) inspections or pogo procedures	100	33	67
I0654 Inspect weight-on-wheels (WOW) switches	100	33	67
B0229 Supervise aircraft jacking or cart operations	100	33	67
B0163 Perform aircraft calendar inspections	100	33	67
J0680 Maintain records in CAMS	80	17	63
C0258 Inspect landing gear wheel-spin stop pads	100	42	58
M0797 Determine training requirements	*	58	-58
M0796 Counsel trainees on training progress	*	58	-58
L0773 Interpret policies, directives, or procedures for subordinates	*	58	-58
K0709 Inspect packed or palletized mobility or contingency equipment prior to transport	*	50	-50
L0772 Inspect personnel for compliance with military standards	20	67	-47
F0470 Operationally check emergency pneumatic or pneudraulic systems	*	42	-42
E0390 Remove or install flight control bell crank assemblies	*	42	-42
A0025 Inspect egress systems	*	42	-42
L0738 Conduct self-inspections or self-assessments	*	42	-42
L0783 Write job or position descriptions	*	33	-33
* No members performing			

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD AND ANG DAFSC 2A353J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A353J (N=154)	ANG 2A353J (N=34)	DIFFERENCE
M0796	49	9	41
L0741	38	*	38
L0744	49	12	38
A0103	46	9	37
L0785	36	*	36
L0772	45	12	33
A0079	38	6	32
L0786	35	3	32
A0107	40	9	31
G0531	42	12	30
M0807	51	21	30
D0334	20	53	-33
B0170	39	71	-32
K0707	47	76	-30
B0152	61	91	-30
E0351	36	65	-29
B0160	47	76	-29
K0728	19	47	-28
A0003	43	71	-28
E0355	57	85	-28

\* No members performing

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD AND ANG DAFSC 2A373J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A373J (N=92)	ANG 2A373J (N=23)	DIFFERENCE
L0785 Write or indorse military performance reports	60	4	55
L0768 Evaluate personnel for compliance with performance standards	63	26	37
L0761 Establish performance standards for subordinates	53	17	36
L0772 Inspect personnel for compliance with military standards	78	43	35
L0786 Write recommendations for awards or decorations	65	30	35
L0741 Conduct supervisory performance feedback sessions	62	30	32
L0773 Interpret policies, directives, or procedures for subordinates	63	35	28
L0770 Initiate actions required due to substandard performance of personnel B0204	49	22	27
E0407 Remove or install rudders	15	70	-54
B0157 Marshal aircraft	30	78	-48
B0176 Perform end-of-runway (EOR) inspections or pogo procedures	17	65	-48
C0293 Troubleshoot landing gear doors	18	65	-47
B0167 Perform aircraft phase inspections	18	65	-47
E0410 Remove or install slats	18	65	-47
A0044 Open or close hinged windscreens	28	74	-46
B0178 Perform hot brake checks	24	70	-46
A0081 Remove or install glare shields	16	61	-45
E0384 Remove or install elevators	12	57	-45
A0119 Store material safety data sheet (MSDS) items	12	57	-45

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD AND AFRC DAFSC 2A353J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A353J (N=154)	AFRC 2A353J (N=5)	DIFFERENCE
M0796 Counsel trainees on training progress	49	*	49
A0025 Inspect egress systems	42	*	42
A0037 Maintain facilities	60	20	40
L0741 Conduct supervisory performance feedback sessions	38	*	38
L0786 Write recommendations for awards or decorations	35	*	35
L0738 Conduct self-inspections or self-assessments	34	*	34
M0797 Determine training requirements	33	*	33
F0470 Operationally check emergency pneumatic or pneudraulic systems	32	*	32
L0761 Establish performance standards for subordinates	32	*	32
L0773 Interpret policies, directives, or procedures for subordinates K0704	32	*	32
E0450 Rig wing trailing edge flaps or trailing edge flap components	14	80	-66
J0677 Initiate or coordinate deficiency, service, or status reports, such as reports of deficiency (RODs)	16	80	-64
K0728 Set up or tear down shelters	19	80	-61
E0449 Rig wing trailing edge flap systems	19	80	-61
J0684 Review preventive maintenance schedules	23	80	-57
A0003 Clean aircraft interiors	43	100	-57
B0163 Perform aircraft calendar inspections	44	100	-56
C0253 Inspect landing gear electrical system components	45	100	-55
B0131 Decontaminate or practice decontaminating aircraft	29	80	-51

\* No members performing

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
AD AND AFRC DAFSC 2A373J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	AD 2A373J (N=92)	AFRC 2A373J (N=12)	DIFFERENCE
L0741 Conduct supervisory performance feedback sessions	62	17	45
A0001 Assist in evaluating aircraft impounds or quarantines	50	8	42
L0781 Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	41	*	41
L0732 Analyze workload requirements	43	8	35
L0747 Determine or establish work assignments or priorities	60	25	35
L0785 Write or indorse military performance reports	60	25	35
L0740 Conduct supervisory orientations for newly assigned personnel	51	17	34
L0786 Write recommendations for awards or decorations	65	33	32
L0746 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace E0406	40	8	32
A0084 Remove or install horizontal or vertical stabilizer leading edges	18	83	-65
E0407 Remove or install rudders	15	75	-60
A0068 Remove or install aircraft hardware, such as screws or fasteners	32	92	-60
K0708 Inspect mobility bags or kits	24	75	-51
A0091 Remove or install self-contained crew entry ladders	11	58	-47
A0097 Remove or install wing leading edges	21	67	-46
E0384 Remove or install elevators	12	58	-46
A0085 Remove or install interior trim or kick panels	22	67	-45
A0074 Remove or install cowlings or nacelles	23	67	-44

\* No members performing

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG AND AFRC DAFSC 2A353J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A353J (N=34)	AFRC 2A353J (N=5)	DIFFERENCE
A0025 Inspect egress systems	50	*	50
E0390 Remove or install flight control bell crank assemblies	50	*	50
B0198 Remove snow or ice from aircraft	65	20	45
A0069 Remove or install aircraft rain seals	53	20	33
D0334 Remove or install chaffs or flares	53	20	33
A0119 Store material safety data sheet (MSDS) items	29	*	29
D0330 Remove or install aircraft windshield rain removal system components	29	*	29
J0686 Track equipment maintenance discrepancies in CAMS	29	*	29
F0470 Operationally check emergency pneumatic or pneudraulic systems E0449	29	*	29
J0677 Initiate or coordinate deficiency, service, or status reports, such as reports of deficiency (RODs)	6	80	-74
G0505 Connect or disconnect engine test equipment	12	80	-68
G0564 Remove or install aircraft engines	21	80	-59
E0450 Rig wing trailing edge flaps or trailing edge flap components	21	80	-59
G0583 Remove or install engine oil pumps	3	60	-57
G0566 Remove or install engine bleed-air system components	3	60	-57
G0551 Perform engine or related system time compliance technical order (TCTO) modifications	3	60	-57
G0536 Inspect throttle system components	24	80	-56

\* No members performing

TABLE 31

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
ANG AND AFRC DAFSC 2A373J PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	ANG 2A373J (N=23)	AFRC 2A373J (N=12)	DIFFERENCE
J0680 Maintain records in CAMS	74	17	57
A0119 Store material safety data sheet (MSDS) items	57	8	48
B0198 Remove snow or ice from aircraft	48	*	48
J0682 Retrieve CAMS listings or reports	70	25	45
A0057 Perform in-progress inspections (IPs)	74	33	41
B0229 Supervise aircraft jacking or cart operations	74	33	41
C0293 Troubleshoot landing gear doors	65	25	40
A0011 Dispose of solid hazardous waste	57	17	40
L0731 Adjust daily maintenance plans to meet operation commitments	48	8	39
L0743 Coordinate aircraft maintenance with maintenance control or other agencies	70	33	36
E0397 Remove or install leading edge flaps	4	42	-37
K0708 Inspect mobility bags or kits	39	75	-36
E0406 Remove or install rudder leading edges, trailing edges, or edge caps	17	50	-33
F0463 Collect hydraulic fluid samples for analyses	9	42	-33
I0663 Remove or install IDG filters or CSD filters	9	42	-33
G0509 Drain engine fuel filters	*	33	-33
G0591 Remove or install igniter plugs	*	33	-33
G0580 Remove or install engine oil filters	*	33	-33
B0195 Remove or install oil system delta-pressure (delta-P) indicators	*	33	-33
G0510 Drain or flush engine oil systems	4	33	-29

\* No members performing

## TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

### First-Enlistment Personnel

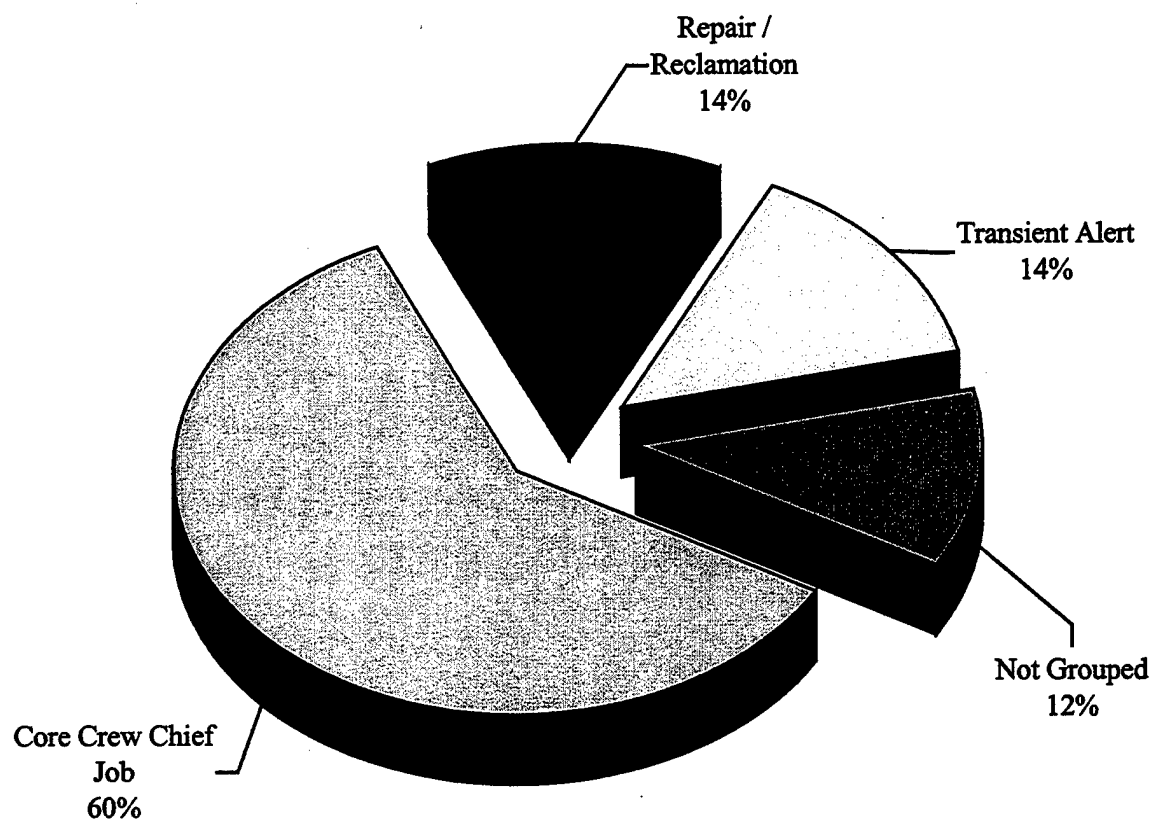
Because there are no 3-skill level members in the J-shred and there were minimal survey returns from E- and H-shred members, a decision was made to run first-enlistment analyses on personnel who responded to background questions as performing maintenance on A-10 or U-2 aircraft. These members were selected regardless of their DAFSC suffix. In this study, there are 35 AD members in their first-enlistment (1-48 months TAFMS) that perform maintenance on either the A-10 or U-2 aircraft. They represent 11 percent of the J-shred survey sample and 14 percent of the active duty sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder clusters and jobs. Sixty percent of these airmen are in the technical Core Crew Chief Job. Table 32 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel split their time among the technical duties associated with crewing an aircraft. Their top duties include Performing Aircraft Ground Handling or Servicing Activities accounting for 27 percent of their time and Performing General Airframe or Aircraft Maintenance Activities comprising 19 percent.

Table 33 lists representative tasks performed by first-enlistment personnel. The highest performed tasks are standard tasks associated with the career field such as performing inspections and basic ground handling tasks. Performing an average of 202 tasks, first-enlistment members are required to know their jobs and perform as effectively as more senior personnel.

Tables 34 and 35 display other characteristics of the first-enlistment group. Table 34 displays the top powered and non-powered support equipment used by first-term airmen. Table 35 shows, by percent members performing, some of the top materials and tools used by these members. This information may be helpful in identifying equipment, materials, and tools to teach at the technical school.



**DISTRIBUTION OF AD FIRST-ENLISTMENT PERSONNEL  
ACROSS SPECIALTY JOBS  
(N = 35)**



**FIGURE 2**

TABLE 32

RELATIVE PERCENT TIME SPENT ON DUTIES BY AD FIRST-ENLISTMENT  
A-10/U-2 MAINTENANCE PERSONNEL  
(N=35)

DUTIES	PERCENT TIME SPENT
A Performing General Airframe or Aircraft Maintenance Activities	19
B Performing Aircraft Ground Handling or Servicing Activities	27
C Maintaining Landing Gear Systems	14
D Maintaining Utility Systems	4
E Maintaining Flight Control Systems	14
F Maintaining Hydraulic or Pneumatic Systems	3
G Performing General Engine Maintenance Activities	6
H Maintaining Fuel Systems	1
I Maintaining Electrical Systems	3
J Performing Maintenance Management Activities	3
K Performing Mobility and Contingency Activities	1
L Performing Management and Supervisory Activities	1
M Performing Training Activities	1
N Performing General Administrative and Technical Order System Activities	1
O Performing General Supply and Equipment Activities	2

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY AD FIRST-ENLISTMENT  
A-10/U-2 MAINTENANCE PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=35)
B0150	Jack aircraft using axle jacks	91
A0068	Remove or install aircraft hardware, such as screws or fasteners	91
B0183	Perform safe-for-maintenance inspections	89
A0043	Open or close hinged doors	86
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	86
C0247	Inspect aircraft tires	86
B0204	Service aircraft tires	86
B0185	Perform tow vehicle operations	86
B0165	Perform aircraft launch checklist procedures	86
A0021	Inspect areas for foreign object damage (FOD)	86
B0157	Marshal aircraft	83
E0354	Inspect rudders	83
B0130	Apply or remove aircraft external hydraulic power	83
B0178	Perform brake operator or wing, tail, or chalk walker operations	83
B0175	Perform brake operator or wing, tail, or chalk walker operations	83
E0355	Inspect stabilizers	80
B0126	Apply or remove aircraft external alternating current electrical power	77
C0248	Inspect aircraft wheel assemblies	77
B0171	Perform aircraft recovery checklist procedures	71
B0173	Perform aircraft thruflight inspections	69
C0249	Inspect aircraft wheel bearings	69
B0186	Perform walk around inspections	69
B0169	Perform aircraft preflight inspections	69
E0350	Inspect flight control components	69
A0058	Perform normal or alternate cockpit entry procedures	69
B0145	Fuel aircraft using single-point methods	63
C0243	Assemble or disassemble aircraft wheel or tire assemblies	37

\* Average Number of Tasks Performed - 202

TABLE 34

POWERED AND NON-POWERED SUPPORT EQUIPMENT USED BY PERCENT  
AD FIRST-ENLISTMENT A-10/U-2 MAINTENANCE PERSONNEL  
(PERCENT MEMBERS RESPONDING)

SUPPORT EQUIPMENT	1ST ENL (N=35)
Aircraft Towbars	97
Fire Extinguishers	94
Aircraft Jacks, Axle	89
Maintenance Platforms or Stands, Non-powered	89
Tow Vehicles, MB or U Series	86
Hand Tools	83
Hydraulic Test Stands	83
Carts, Oil Servicing	80
Carts, Hydraulic Servicing	77
Servicing Equipment, Liquid Oxygen (LOX)	77
Floodlight Sets	74
Aircraft Jacks, Tripod	74
Servicing Equipment, Gaseous Nitrogen	69
Air Compressors	69
Carts, Liquid Nitrogen Servicing	63
Crew Entry Stands	57
Defueling Bowsers	57
Heaters, Ground or Blowers	57
Air Conditioning Units	54
Generators, AM, MD, or C Series	54
Engine Removal, Install, Transport Equipment	54
Tire Inflation Cages	51
Cranes	46
Carts, Water Wash	46
Mooring Equipment	43
External Fuel Tank Dollies	43
Servicing Equipment, Gaseous Oxygen (GOX)	40
Bobtail Jeeps	37
Pressure Washers	37
Aircraft Dollies (Nose, Pods, Hatches)	34
Aircraft Slings	31
Aircraft Wheel Skates	31

TABLE 35

MAINTENANCE MATERIALS AND TOOLS USED BY PERCENT OF AD  
FIRST-ENLISTMENT A-10/U-2 MAINTENANCE PERSONNEL  
(PERCENT MEMBERS RESPONDING)

MATERIALS / TOOLS	1ST ENL (N=35)
Lubricants	91
Special Tools	91
Safety Wire Pliers	91
Johnson Bars	86
Air Servicing Equipment (Tire Pressure Gauges)	86
Measurement Equipment (Dial Caliper, Ruler, Thickness Gauge)	86
Computers	86
Adhesives	80
Cleaning Agents	77
Sealants	74
Ground Communication Equipment	60
Electric Drills	51
Restraint or Tie-Down Harnesses	46
Securing Devices	46
Crash Recovery Equipment	34
Pneumatic Grease Guns	31
Bleed Boxes or Hoses	31
Sanding Equipment	29
Multimeters	23
Canopy Rigging Tools	20
Flight Control Tester	17
Pneumatic Drills	17
Boroscopes or Boroscope Equipment	17
Canopy Slings	17

### Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel, along with a measure of the difficulty of the JI tasks. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

Examples of the tasks rated highest in TE are shown in Table 36. Many of the inspection and ground handling tasks should be highly stressed at the 3-skill level technical school according to senior raters. Note the percent members performing data available for each task in the table. Many of the tasks are accomplished by a substantial percentage of first term airmen adding support to the TE ratings.

Various technical tasks received the highest TD ratings as shown in Table 37. Very few entry-level airmen perform the most difficult tasks. The small percentage of first-enlistment performing suggests that these tasks could be more appropriately taught in OJT than at a formal technical training school. A notable exceptions is the "lift aircraft with cranes" task.

Various lists of tasks, accompanied by TE and TD ratings and, where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.)

TABLE 36

## TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING		TASK DIFF
		A-10/U-2 1ST ENL (N=35)		
B0173 Perform aircraft thruflight inspections	6.77	69		4.61
B0169 Perform aircraft preflight inspections	6.71	69		4.88
A0021 Inspect areas for foreign object damage (FOD)	6.68	86		4.14
B0168 Perform aircraft postflight inspections	6.53	66		4.96
B0183 Perform safe-for-maintenance inspections	6.49	89		3.65
B0171 Perform aircraft recovery checklist procedures	6.37	71		4.49
B0165 Perform aircraft launch checklist procedures	6.33	74		4.20
B0150 Jack aircraft using axle jacks	6.27	91		3.62
B0152 Jack aircraft using tripod jacks	6.26	77		4.06
B0157 Marshal aircraft	6.13	83		3.03
B0204 Service aircraft tires	6.07	86		3.50
B0130 Apply or remove aircraft external hydraulic power	6.04	83		4.29
B0197 Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	5.96	86		2.95
B0203 Service aircraft systems with nitrogen	5.93	80		3.80
B0226 Service landing gear shock struts	5.92	71		4.58
C0247 Inspect aircraft tires	5.91	86		3.73
B0178 Perform hot brake checks	5.88	77		4.00
B0217 Service engine oil systems with nitrogen	5.87	66		3.72
A0013 Identify fuel, oil, air, or hydraulic leaks	5.87	83		3.10
C0271 Remove or install aircraft wheel assemblies	5.85	66		4.27
B0133 Defuel aircraft using single-point methods	5.84	57		4.06
B0224 Service hydraulic systems	5.81	66		3.72

\* Average TE Rating is 2.34; Standard Deviation is 1.52; High = 3.86

Average TD Rating is 5.00, High TD is 6.00

TABLE 37

## TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	PERCENT MEMBERS PERFORMING				
	A-10/U-2				
	TASK DIFF	1ST ENL (N=35)	2A353J (N=154)	2A373J (N=92)	TRNG EMPH
A0101 Remove or install wings	8.65	11	11	7	1.07
B0154 Lift aircraft with cranes	7.61	29	17	7	1.16
B0155 Lift aircraft with hoists	7.46	23	15	7	1.10
G0549 Perform engine flex boroscope inspections	7.25	9	19	10	2.17
A0110 Rig aircraft canopy latching mechanisms or linkages	7.19	14	24	7	1.65
B0238 Verify or compute weight and balance of aircraft	7.15	14	16	10	0.85
G0498 Analyze/interpret engine computer data from monitoring systems, such as TEMS, STEMS or CEMS	7.07	6	15	9	2.24
A0098 Remove or install wing sections, other than wing tips	7.00	17	22	12	1.48
G0555 Perform engine rigid boroscope inspections	6.88	3	15	7	2.09
G0607 Troubleshoot aircraft engine computers	6.86	6	4	2	1.11
D0347 Troubleshoot engine start systems, such as JFSs, ATSS, or PASSs	6.84	11	12	8	3.02
B0239 Weigh, balance, or level aircraft	6.83	20	31	14	1.63
G0606 Trim installed engines	6.79	3	16	14	0.85
D0348 Troubleshoot EPU's	6.78	0	3	0	1.27
B0135 Design special tools or test equipment	6.77	6	8	4	0.61
A0121 Troubleshoot aircraft canopy systems	6.77	23	36	16	2.01

\* Average TE Rating is 2.34; Standard Deviation is 1.52; High = 3.86

Average TD Rating is 5.00, High TD is 6.00



### Specialty Training Standard (STS)

A comprehensive review of STS 2A3X3J, dated December 1998, compared STS items to survey data. To assist specifically in the examination of the STS, technical school personnel from the Tactical Aircraft Maintenance technical training school at Sheppard AFB, Texas, matched JI tasks to appropriate entries of the STS. A complete listing, displaying percent members performing tasks, TE and TD ratings for each task, along with STS matching, has been forwarded to the technical training school for use in further review of training documents. STS elements containing mandatory entries and basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed by the required 20 percent or more of the personnel in a skill level [criterion group] of the AFS).

Overall, the STS is very well supported by survey data. All performance-coded entries in the STS were appropriately matched to at least one task performed by more than 20 percent of the first-enlistment members performing maintenance on A-10s or U-2s. However, several subject knowledge-coded entries have the support necessary to raise their training to a performance-coded level. Table 38 displays some STS entries that require review for a potential upgrade to a performance code. Furthermore, a number of tasks that were not matched to the STS are also performed by greater than 20 percent of the members. Table 39 shows examples of the tasks which were not matched to the STS, while a complete listing can be found at the end of the STS product within the Training Extract. Career field and functional managers should review these not referenced tasks to determine if STS changes are necessary.

Members of the technical school staff similarly matched performance-coded entries from the POIs of all courses attended by all airmen entering the career field to the tasks from the Job Inventory. Courses reviewed were J3ATR2A020-001, dated September 1999; J3AQR2A333E-002, dated December 1998; J3ABP2A333E-002, dated April 1999; and J3ABP2A333H-005, dated September 1999. POI entries were compared to percent member performing figures applicable to the specific course. Survey data revealed few discrepancies between the POIs and first-enlistment job performance. Including all POI reviews, only 4 POI performance-coded entries were not supported with at least 30 percent of first-enlistment members performing. Those entries are listed in Table 40 with applicable percent member performing data. Complete POIs with matched tasks are available in the Training Extract. Technical school personnel should reconsider the highlighted entries for potential POI downgrading to a knowledge level. Considerations should include the data as well as safety issues, and regulations.

Many tasks were not matched to the performance-coded elements in the series of POIs. A list of these tasks is included at the back of the POI computer printouts. Tasks not referenced lists may be cross-referenced between POIs to determine the tasks not taught at a performance-level through the entire series of courses. Table 41 presents examples of tasks with high percent members performing that were not matched to any of the POIs for the given aircraft maintenance track. Technical school training personnel should review the complete listings and consider those tasks performed by high percentages of personnel for inclusion in the POI.

TABLE 38

EXAMPLES OF KNOWLEDGE-CODED STS 2A3X3J ENTRIES PERFORMED BY 20 PERCENT  
OR MORE AD MEMBERS THAT SHOULD BE REVIEWED FOR PERFORMANCE-CODE UPGRADE  
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	Percent Members Performing			TASK DIFF
		A10/U2	5-SKL	7-SKL	
		1st Enl (N=35)	LVL (N=154)	LVL (N=92)	
A2.17.3 B0217	Engine: Oil system servicing Service engine oil systems	66	63	24	3.72
A3.1.3.5 B0158	Moor aircraft Moor aircraft	71	63	28	3.27
A3.1.3.7 A0060	Prepare aircraft for wash Prepare and wash aircraft exteriors	46	52	14	3.10
A3.6.6.4 F0480	Remove/install: Filters Remove or install hydraulic filter assemblies or elements	43	48	23	4.30
A4.7.6.6 G0564	Remove/install: Engine Remove or install aircraft engines	31	45	20	6.10
*	Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86				
*	Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00				

TABLE 39

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE  
AD GROUP MEMBERS AND NOT REFERENCED TO PERFORMANCE-CODED ITEMS IN THE STS  
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	PERCENT MEMBERS PERFORMING			TASK DIFF
		A10/U2 1st Enl (N=35)	5-SKL LVL (N=154)	7-SKL LVL (N=92)	
C0249 Inspect aircraft wheel bearing	3.25	69	45	24	4.35
C0259 Inspect nosewheel or tailwheel steering systems	4.58	71	58	37	4.57
C0261 Operationally check antiskid systems	2.43	51	37	18	5.77
C0274 Remove or install landing gear door mechanisms or linkages	3.63	66	54	22	5.10
C0275 Remove or install landing gear doors	4.13	66	60	28	4.83
C0276 Remove or install landing gear down-lock mechanisms	3.28	51	44	21	5.16
C0277 Remove or install landing gear hydraulic system components	4.40	63	55	25	5.19
C0279 Remove or install landing gear structural components other than shock struts, such as drag braces or swing arms	3.49	51	45	22	5.46
C0280 Remove or install landing gear up-lock mechanisms	3.28	54	52	22	5.32
E0351 Inspect landing edge flaps	4.16	60	36	21	4.42
E0360 Operationally check aileron, flap, or elevator systems	3.98	69	58	27	5.27
E0364 Operationally check flight control trim systems	2.66	54	47	21	5.39
F0462 Bleed aircraft hydraulic systems, other than brake systems	5.27	51	52	21	4.86

\* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86

\* Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00

TABLE 40

PERFORMANCE-CODED AFSC 2A3X3 J-SHRED POI  
ENTRIES NOT SUPPORTED BY OSR DATA  
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	Percent Members Performing				TASK DIFF
		A10/U2	A-10	U-2		
		1st Enl (N=35)	1st Enl (N=30)	1st Enl (N=7)		
<i>Course J3ATR2A020-001</i>						
II.16.c						
D0316	3.47	14	17	14	4.48	
<i>Course J3AQR2A333E-002</i>						
II.1.e						
F0464	4.15	N/A	23	N/A	4.82	
<i>Course J3ABP2A333E-002</i>						
I.2.b						
A0055	4.52	N/A	27	N/A	4.42	
<i>Course J3ABP2A333H-002</i>						
12.c						
H0630	1.86	N/A	N/A	14	5.14	
H0634	1.96	N/A	N/A	14	4.93	
*						
*						

TABLE 41

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT  
GROUP MEMBERS AND NOT REFERENCED TO THE 2A3X3 J-TRACK POIs  
(PERCENT MEMBERS PERFORMING)

TASKS	TRNG EMPH	PERCENT MEMBERS PERFORMING		TASK DIFF
		1st Enlistment		
		A-10 Track (N=30)		
B0130	6.04	80	4.29	
B0133	5.84	67	4.06	
B0174	3.41	63	5.08	
B0199	3.79	53	4.33	
C0275	4.13	63	4.83	
E0364	2.66	50	5.39	
		U-2 Track (N=7)		
A0027	5.78	71	5.51	
A0033	4.77	71	4.57	
B0185	5.02	71	4.32	
B0202	4.60	86	4.06	
C0259	4.58	86	4.57	
G0522	5.22	57	4.34	

\* Average TE Rating = 2.34, Standard Deviation = 1.52, High TE = 3.86

\* Average TD Rating = 5.00, Standard Deviation = 1.00, High TD = 6.00

## **JOB SATISFACTION ANALYSIS**

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 42 presents job satisfaction data for AFSC 2A3X3J TAFMS groups (including the first-enlistment A-10 and U-2 maintainers), together with TAFMS data for a comparative sample of 10 Logistics career ladders surveyed in 1999. AFSC 2A3X3J groups generally gave comparable or better ratings than their Logistics counterparts. However, first- and second-enlistment airmen have considerably lower ratings than the comparable sample on the question of reenlistment intentions. Note that only 44 percent of second-enlistment personnel plan to reenlist.

An indication of how job satisfaction perceptions have changed over time is provided in Table 43, where TAFMS data for the current survey respondents are again presented, along with data from the last occupational survey report. The table shows comparative ratings for all TAFMS groups in most areas, again with the exception of first- and second-term reenlistment intentions. This problem should be addressed by career field personnel to prevent future career field shortfalls.

In Table 44, the job satisfaction ratings given by ANG and AFRC skill level members are reported. ANG members appear relatively satisfied with their role in the career field, as do the AFRC airmen. Reenlistment intention data is not reported as it not applicable to these components.

Table 45 has a review of the job satisfaction ratings for the AD clusters and specialty jobs identified in this survey. Satisfaction numbers appear high for all AD jobs and clusters. Nearly all trends appear positive for the career field, though Support Cluster personnel seem to be the least satisfied. No groups appear to have severe reenlistment intention problems.

Table 46 is presented at the request of the career field manager. Top reported separation factors are presented with AD enlistment groups as well as the total AD sample. Pay, long duty hours including separation from family, and leadership problems appear to be the main factors.

TABLE 42

**COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)**

1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
2000 A-10/U-2 (N=35)	COMP SAMPLE* (N=4646)	2000 2A3X3J (N=41)	COMP SAMPLE* (N=2551)	2000 2A3X3J (N=183)	COMP SAMPLE* (N=6609)
74	53	76	56	78	71
15	27	7	25	14	18
11	20	17	19	8	11
80	64	76	70	91	83
20	36	24	30	9	17
77	85	85	81	91	83
23	15	15	19	9	17
63	58	66	60	78	72
14	21	10	17	8	12
23	21	24	23	14	16
34	51	44	61	64	69
66	49	56	39	13	10
N/A	N/A	N/A	N/A	23	21

EXPRESSED JOB INTEREST:

INTERESTING

SO-SO

DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY

LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY

LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED

NEUTRAL

DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES

NO, OR PROBABLY NO

PLAN TO RETIRE

\* Comparative sample of Logistics career ladders surveyed in 1999 includes 10 other AFSC 2XXXXX career fields such as 2A5X2, 2B1X3, and 2W1X1

TABLE 43

**COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS  
(PERCENT MEMBERS RESPONDING)**

1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
2000 A-10/U-2 (N=35)	1997 2A3X3 (N=937)	2000 2A3X3J (N=41)	1997 2A3X3 (N=591)	2000 2A3X3J (N=183)	1997 2A3X3 (N=1934)
74	75	76	74	78	78
15	17	7	17	14	16
11	8	17	9	8	6
80	83	76	81	91	89
20	17	24	19	9	11
77	92	85	89	91	76
23	8	15	11	9	24
63	72	66	73	78	73
14	14	10	14	8	11
23	14	24	13	14	16
34	53	44	71	64	72
66	47	56	29	13	9
N/A	N/A	N/A	N/A	23	19

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES  
NO, OR PROBABLY NO  
PLAN TO RETIRE



TABLE 44

COMPARISON OF ANG AND AFRC JOB SATISFACTION BY SKILL LEVEL GROUPS  
(PERCENT MEMBERS RESPONDING)

5-Skill Level		7-Skill Level	
ANG 2A353J (N=34)	AFRC 2A353J (N=5)	ANG 2A373J (N=23)	AFRC 2A373J (N=12)
82	60	70	92
12	40	8	8
6	0	22	0
88	60	87	92
12	40	13	8
88	100	87	83
12	0	13	17
71	60	61	75
11	20	22	8
18	20	17	17

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

TABLE 45

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS  
(PERCENT MEMBERS RESPONDING)

	Core Crew Chief Job (GP442) (N=105)	Repair & Reclaim Job (GP445) (N=15)	Transient Alert Job (GP460) (N=7)	Maint Coordinator Cluster (GP466) (N=3)	Quality Assurance Job (GP457) (N=10)
INTERESTING	83	67	72	33	100
SO-SO	10	20	14	34	0
DULL	7	13	14	33	0
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	88 12	100 0	71 29	67 33	100 0
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	94 6	93 7	71 29	100 0	90 10
SATISFIED	76	80	57	67	90
NEUTRAL	9	7	14	0	0
DISSATISFIED	15	13	29	33	10
YES, OR PROBABLY YES	58	67	71	100	60
NO, OR PROBABLY NO	31	20	29	0	10
WILL RETIRE	11	13	0	0	30

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES  
NO, OR PROBABLY NO  
WILL RETIRE

TABLE 45 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY AD SPECIALTY JOBS  
(PERCENT MEMBERS RESPONDING)

Support Cluster (GP519) (N=12)	Training Cluster (GP448) (N=9)	Tech School Instructor Job (GP463) (N=11)	Mobility NCO Job (GP516) (N=5)	Supervisor/ Manager Cluster (GP478) (N=29)
58	78	73	100	72
25	22	18	0	14
17	0	9	0	14
83	89	100	100	93
17	11	0	0	7
67	89	91	100	90
33	11	9	0	10
58	67	55	100	90
25	11	27	0	3
17	22	18	0	7
42	67	73	60	45
16	22	27	0	7
42	11	0	40	48

EXPRESSED JOB INTEREST:

INTERESTING  
SO-SO  
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY  
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED  
NEUTRAL  
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES  
NO, OR PROBABLY NO  
WILL RETIRE

TABLE 46

TOP FACTORS INFLUENCING SEPARATION FOR AFSC 2A3X3J PERSONNEL  
(PERCENT MEMBERS RESPONDING)

SEPARATION FACTORS	All AD Members (Sorted) (N=247)	A-10/U-2 1-48 Mos TAFMS (N=35)	49-96 Months TAFMS (N=41)	97+ Months TAFMS (N=183)
Disparity of pay- civilian & military	18	49	44	8
Inadequate pay or allowances	17	46	51	7
Politics of leadership	16	29	46	7
Lack of or inadequate recognition of effort	15	31	34	8
Effect of downsizing within military	15	37	41	7
Long duty days	14	34	29	8
Lack of educational opportunities due to mission requirements	13	31	27	8
Lack of or inadequate SRBs	13	31	37	6
Decline of retirement benefits	13	37	27	7
High number of deployments / exercises	12	14	29	8
Lack of say in assignment process	12	31	32	6
Poor availability of assignments	12	26	29	7
Excessive family separation	12	14	27	8
Undesirable assignment locations	12	20	34	5
Disparity of pay- officer & enlisted	11	31	29	5
Lack of leadership at unit level	11	17	24	6
High number of days deployed / exercises	11	14	29	7
Poor esprit de corps	11	20	24	7
Poor quality of health care	11	26	20	6
Poor availability of medical care	10	20	15	7
Poor quality of senior AF leadership	10	23	24	4
Nonstandard work schedule	10	17	27	5
Inadequate decision making opportunities	9	26	27	4
Excessive additional duties	9	20	17	7

## IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed by the members of this career ladder. Personnel appear to progress through the career ladder typically in the AD components. ANG and AFRC members keep a more technical focus through the 5- and 7-skill levels than their AD counterparts.

Training personnel should review career ladder training documents as there are a number of STS and POI discrepancies with percent member performing data. Training personnel should also review the unmatched task listings and consider possible STS or POI inclusion of those tasks performed by a high percentage of personnel.

Job satisfaction is comparable or better than other Logistics mission grouped career fields. Potential problems appear from the first- and second-enlistment group reenlistment intention ratings which are relatively low. Career field leaders should address the retention issue in order to prevent future manning problems. ANG and AFRC members appeared relatively satisfied with their jobs.

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**APPENDIX A**

**SELECTED REPRESENTATIVE TASKS PERFORMED  
BY SPECIALTY JOB GROUPS**

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TABLE A1  
CORE CREW CHIEF JOB

TASKS		PERCENT MEMBERS PERFORMING (N=150)
E0354	Inspect rudders	99
A0068	Remove or install aircraft hardware, such as screws or fasteners	98
C0255	Inspect landing gear shock struts	98
A0021	Inspect areas for foreign object damage (FOD)	97
E0356	Inspect trailing edge flaps	97
B0175	Perform brake operator or wing, tail, or chalk walker operations	97
B0185	Perform tow vehicle operations	97
C0247	Inspect aircraft tires	97
A0013	Identify fuel, oil, air, or hydraulic leaks	97
B0169	Perform aircraft preflight inspections	96
B0157	Marshal aircraft	96
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	96
B0168	Perform aircraft postflight inspections	95
B0183	Perform safe-for-maintenance inspections	95
E0350	Inspect flight control components	95
E0357	Inspect vertical stab leading edges	95
A0043	Open or close hinged doors	95
A0019	Inspect aircraft windows, windscreens, aft transparencies, or canopy systems	95
C0257	Inspect landing gear up-lock mechanisms	94
B0173	Perform aircraft thruflight inspections	93
C0248	Inspect aircraft wheel assemblies	93
A0028	Inspect engine inlets, engine inlet grids, or expansion rings	92
B0186	Perform walk-around inspections	91
A0027	Inspect engine exhaust sections or exhaust section components	91
B0234	Supervise towing operations	91
B0165	Perform aircraft launch checklist procedures	90
E0355	Inspect stabilizers	88

Average Number of Tasks Performed - 316

TABLE A2  
REPAIR AND RECLAMATION JOB

TASKS		PERCENT MEMBERS PERFORMING (N=24)
E0384	Remove or install elevators	100
E0358	Measure flight control surface travel	96
A0068	Remove or install aircraft hardware, such as screws or fasteners	96
E0364	Operationally check flight control trim systems	96
E0360	Operationally check aileron, flaperon, or elevon systems	96
E0377	Perform maintenance flight control checks	96
E0431	Rig flight control cables, cable components, or rods	96
E0350	Inspect flight control components	96
E0434	Rig pitch trim systems	96
E0441	Rig speed brakes, decelerons, or related control mechanisms	96
E0426	Rig ailerons or aileron control mechanisms	96
E0363	Operationally check flight control cables, cable components, or rods	92
E0391	Remove or install flight control cables, cable components, or rods	92
E0436	Rig roll trim systems	92
E0438	Rig rudders or rudder control mechanisms, other than breakout assemblies	92
E0428	Rig elevator control mechanisms	92
E0376	Perform flight control freeplay checks	92
E0369	Operationally check speed brakes or decelerons	92
E0354	Inspect rudders	92
A0050	Operationally check aircraft canopy systems	92
E0412	Remove or install speed brakes or decelerons	92
E0411	Remove or install speed brake or deceleron components	92
E0459	Troubleshoot trim systems, such as pitch, roll, or yaw trim systems	92
E0392	Remove or install flight control disconnectors	88
B0167	Perform aircraft phase inspections	88
E0359	Measure force feel of control sticks	79
C0249	Inspect aircraft wheel bearings	79

Average Number of Tasks Performed - 177

TABLE A3  
TRANSIENT ALERT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=8)
B0157	Marshal aircraft	100
B0182	Perform powered AGE pre-use inspections	100
B0145	Fuel aircraft using single-point methods	100
B0128	Apply or remove aircraft external direct current (DC) electrical power	100
B0216	Service engine oil servicing carts	100
B0127	Apply or remove aircraft external bleed-air	100
B0185	Perform tow vehicle operations	100
B0206	Service aircraft with LOX	100
B0165	Perform aircraft launch checklist procedures	88
B0181	Perform nonpowered AGE pre-use inspections	88
B0231	Supervise fueling operations, other than hot-refueling	88
B0126	Apply or remove aircraft external alternating current (AC) electrical power	88
B0183	Perform safe-for-maintenance inspections	88
C0247	Inspect aircraft tires	88
G0504	Collect joint oil analysis program (JOAP) samples for analyses	88
O0852	Inventory equipment, tools, parts, or supplies	88
G0508	Coordinate JOAP records with appropriate agencies	88
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	88
B0197	Remove or install safety devices, such as seat pins, gear locks, intake covers, or engine component safety devices	88
B0178	Perform hot brake checks	88
B0158	Moor aircraft	88
B0217	Service engine oil systems	88
B0188	Position portable lighting equipment	88
B0171	Perform aircraft recovery checklist procedures	75
M0792	Conduct on-the-job training (OJT)	75
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	63
A0009	Debrief flight crews	50

Average Number of Tasks Performed - 105

TABLE A4  
MAINTENANCE COORDINATOR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
J0682	Retrieve CAMS listings or reports	100
J0680	Maintain records in CAMS	80
J0673	Correct CAMS errors noted during daily verification process	60
J0686	Track equipment maintenance discrepancies in CAMS	60
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	60
J0690	Verify accuracy of CAMS daily inputs	60
O0840	Coordinate maintenance of equipment with appropriate agencies	40
J0684	Review preventive maintenance schedules	40
L0731	Adjust daily maintenance plans to meet operation commitments	40
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	40
L0779	Review flight schedules	40
K0708	Inspect mobility bags or kits	40
N0833	Review TO changes	40
L0786	Write recommendations for awards or decorations	40
L0747	Determine or establish work assignments or priorities	40
M0792	Conduct on-the-job training (OJT)	40
N0814	Complete accident or incident reports	20
A0009	Debrief flight crews	20
O0856	Maintain documentation on items requiring periodic inspections or calibrations	20
J0675	Generate CAMS uncompleted maintenance event listings	20
J0674	Generate Air Force technical order (AFTO) Forms 781-Series	20
L0732	Analyze workload requirements	20
L0773	Interpret policies, directives, or procedures for subordinates	20
M0797	Determine training requirements	20
A0037	Maintain facilities	20
L0785	Write or indorse military performance reports	20

Average Number of Tasks Performed - 15

TABLE A5  
QUALITY ASSURANCE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
A0021	Inspect areas for foreign object damage (FOD)	100
C0254	Inspect landing gear hydraulic system components	100
C0247	Inspect aircraft tires	100
C0248	Inspect aircraft wheel assemblies	100
C0250	Inspect landing gear braces, drag pins, or bushings	100
C0255	Inspect landing gear shock struts	100
C0251	Inspect landing gear door mechanisms or linkages	100
C0257	Inspect landing gear up-lock mechanisms	100
C0259	Inspect nosewheel or tailwheel steering systems	100
E0355	Inspect stabilizers	92
E0356	Inspect trailing edge flaps	92
E0357	Inspect vertical stab leading edges	92
E0354	Inspect rudders	92
E0353	Inspect pitot tubes	92
E0350	Inspect flight control components	92
A0019	Inspect aircraft windows, windscreens, aft transparencies, or canopy systems	92
C0256	Inspect landing gear structural components, other than shock struts, such as drag braces or swing arms	92
C0253	Inspect landing gear electrical system components	92
A0027	Inspect engine exhaust sections or exhaust section components	92
G0532	Inspect inlet extensions	92
A0028	Inspect engine inlets, engine inlet grids, or expansion rings	92
N0823	Evaluate aircraft inspection workcards	83
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	83
F0465	Inspect aircraft hydraulic power systems, other than landing gear hydraulic system components	83
L0738	Conduct self-inspections or self-assessments	83
A0029	Inspect fairings	83
A0015	Inspect access or stress panels or mission bay hatches	83
N0833	Review TO changes	75

Average Number of Tasks Performed - 135

TABLE A6  
SUPPORT CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=12)
O0862	Maintain tool cribs	83
L0762	Establish procedures for accountability of equipment, tools, parts, or supplies	83
O0852	Inventory equipment, tools, parts, or supplies	75
A0039	Maintain initial HAZMAT accumulation points	75
A0010	Dispose of liquid hazardous waste	75
A0037	Maintain facilities	67
L0759	Ensure compliance of HAZMAT programs	67
A0011	Dispose of solid hazardous waste	67
B0162	Pack or unpack support equipment	58
A0038	Maintain hazardous spill response trailers or kits	58
O0858	Maintain equipment control listings (ECLs)	58
K0713	Pack or palletize mobility or contingency equipment for shipment or movement	58
O0865	Pick up, deliver, or store equipment, tools, parts, or supplies	58
A0008	Coordinate HAZMAT procedures with appropriate agencies	58
O0853	Issue or log turn-ins of equipment, tools, parts, or supplies	50
O0861	Maintain property custodian authorization/custody receipt listings (CA/CRLs)	50
L0751	Develop or establish work methods or procedures	50
B0184	Perform support equipment minor repairs	50
A0119	Store material safety data sheet (MSDS) items	50
L0772	Inspect personnel for compliance with military standards	50
L0738	Conduct self-inspections or self-assessments	50
A0118	Store hazardous waste	50
K0709	Inspect packed or palletized mobility or contingency equipment prior to transport	42
O0872	Schedule or maintain PMEL calibration activities	42
L0766	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	33

Average Number of Tasks Performed - 34

TABLE A7  
TRAINING CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=11)
M0796	Counsel trainees on training progress	100
B0234	Supervise towing operations	100
C0247	Inspect aircraft tires	100
M0807	Maintain training records or files	91
M0804	Evaluate progress of trainees	91
M0792	Conduct on-the-job training (OJT)	91
L0772	Inspect personnel for compliance with military standards	91
A0021	Inspect areas for foreign object damage (FOD)	91
B0183	Perform safe-for-maintenance inspections	91
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	82
L0747	Determine or establish work assignments or priorities	82
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	82
M0797	Determine training requirements	82
J0682	Retrieve CAMS listings or reports	82
L0751	Develop or establish work methods or procedures	82
L0761	Establish performance standards for subordinates	82
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	82
J0681	Perform CAMS training status inquiries	82
B0231	Supervise fueling operations, other than hot-refueling	82
L0752	Develop or establish work schedules	73
L0786	Write recommendations for awards or decorations	73
L0741	Conduct supervisory performance feedback sessions	73
L0740	Conduct supervisory orientations for newly assigned personnel	73
L0785	Write or indorse military performance reports	64
J0690	Verify accuracy of CAMS daily inputs	64
L0734	Assign personnel to work areas or duty positions	64
M0794	Conduct training certifications	64
M0801	Develop or procure training materials or aids	64

Average Number of Tasks Performed - 180

TABLE A8  
TECHNICAL SCHOOL INSTRUCTOR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=11)
M0791	Conduct formal course classroom training	100
M0808	Personalize lesson plans	100
M0804	Evaluate progress of trainees	91
M0796	Counsel trainees on training progress	82
M0798	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	73
M0789	Administer or score tests	73
L0772	Inspect personnel for compliance with military standards	64
M0801	Develop or procure training materials or aids	64
M0807	Maintain training records or files	64
L0744	Counsel subordinates concerning personal matters	64
M0794	Conduct training certifications	55
M0800	Develop written tests	55
B0126	Apply or remove aircraft external alternating current (AC) electrical power	55
M0806	Inspect training materials or aids for operation or suitability	45
A0037	Maintain facilities	45
M0803	Evaluate effectiveness of training programs, plans, or procedures	45
M0793	Conduct remedial study classes	45
M0797	Determine training requirements	36
M0802	Establish or maintain study reference files	36
M0799	Develop training programs, plans, or procedures	36
J0676	Initiate or annotate aircraft flight or maintenance records, such as AFTO Forms 781-series	36
L0768	Evaluate personnel for compliance with performance standards	27
M0792	Conduct on-the-job training (OJT)	27
N0833	Review TO changes	27
L0761	Establish performance standards for subordinates	18
L0773	Interpret policies, directives, or procedures for subordinates	18

Average Number of Tasks Performed - 46



TABLE A9  
MOBILITY NCO JOB

TASKS		PERCENT MEMBERS PERFORMING (N=5)
K0698	Coordinate mobility or contingency requirements with appropriate agencies	100
N0815	Coordinate obtaining TDY orders, passports, or visas with appropriate agencies	100
L0781	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	100
K0715	Participate in mobility exercise planning meetings	100
K0691	Assign personnel to mobility or contingency positions	100
L0780	Review mobility, contingency, disaster preparedness, or unit emergency or alert plans	100
K0692	Brief deploying personnel	100
L0750	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	80
K0696	Coordinate deployment of personnel with other major commands (MAJCOMs) or joint service commands	80
K0693	Conduct contingency operation/mobility planning and execution system (COMPES) programs	80
K0699	Coordinate specific source of personnel requirements with appropriate agencies	80
K0701	Determine specific source of personnel requirements for deployment manning documents	80
K0712	Maintain or update contingency or mobility plans	80
L0786	Write recommendations for awards or decorations	80
K0724	Perform plans file and mobility file matches	60
N0817	Draft inputs for status of resources and training (SORTS) program	60
K0727	Request or distribute mobility requirements documents	60
N0828	Maintain or update status indicators, such as boards, graphs, or charts	60
L0757	Draft host-tenant or interservice agreements	60
L0758	Draft supplements or changes to directives, such as policy directives, instructions, or manuals	60
N0826	Initiate or maintain standby rosters or workcenter pyramid recall rosters	40

Average Number of Tasks Performed - 58

TABLE A10  
SUPERVISOR/MANAGER CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=34)
L0747	Determine or establish work assignments or priorities	94
L0741	Conduct supervisory performance feedback sessions	88
L0744	Counsel subordinates concerning personal matters	88
L0785	Write or indorse military performance reports	85
L0786	Write recommendations for awards or decorations	85
L0772	Inspect personnel for compliance with military standards	85
L0773	Interpret policies, directives, or procedures for subordinates	85
L0761	Establish performance standards for subordinates	82
L0768	Evaluate personnel for compliance with performance standards	79
L0740	Conduct supervisory orientations for newly assigned personnel	74
L0752	Develop or establish work schedules	71
L0736	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	71
L0769	Evaluate personnel for promotion, demotion, reclassification, or special awards	71
L0746	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	68
M0807	Maintain training records or files	68
L0732	Analyze workload requirements	65
L0731	Adjust daily maintenance plans to meet operation commitments	62
L0743	Coordinate aircraft maintenance with maintenance control or other agencies	59
J0683	Review aircraft flight or maintenance records, such as AFTO Forms 781-series	56
L0734	Assign personnel to work areas or duty positions	56
L0742	Coordinate aircraft maintenance or launch and recovery times with flight crews or other agencies	50

Average Number of Tasks Performed - 68